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Photo by Tom Stewart

Diversity Action Plan Developed for Campus

A new Diversity Action Plan for the University of Maine calls for "substantial changes in the way the campus looks" by intensifying efforts to increase the representation of students, faculty, and staff of color on campus.

Seven goals are set forth in the newly issued report of the University of Maine's Diversity Task Force. The task force report is an action plan to increase and measure diversity on campus. Areas of focus are faculty, staff and student recruitment and retention; curriculum development and transformation; and University climate.

By creating new structures, we are calling for a focusing of some University resources and actions on the importance of diversity. At the same time, we call for a rethinking of the way we do business.

"We were charged by the Provost to produce an action report short on philosophy and long on actions that the University could put in place that would make a difference," according to Charlie Slavin, chair of the University of Maine's Diversity Task Force that just issued its report to the University of Maine System. "One of our guiding principles was to build in accountability for all the actions and charge individuals with responsibility for each action. It's also clear that the System will be watching carefully and has an investment in holding the University accountable.

"This Diversity Action Plan expresses the University's commitment," says Slavin. "The University's administration and everyone on the task force are ready and willing to make some positive changes."

Last April, the University of Maine System Board of Trustees released "Diversity for the Twenty-First Century," a report calling for each campus to expand and deepen efforts to create diverse, inclusive campus communities where all individuals are welcomed and treated with genuine openness and respect. "Diversity for the Twenty-First Century" builds on a previous report to University of Maine System Chancellor Terrence MacTaggart from the ALANA/University Diversity Task Force in September 1997, which heightened awareness of the "particularly urgent need for greater inclusion of people of color and ethnic groups."

UMaine's 21-member Diversity Task Force, appointed by Provost John Alexander, included nine individuals from the four, federally recognized minority groups, and two Franco-Americans. The gay/lesbian community was represented. Four task force members were students.

Meetings began in mid-July and focused first on researching the history of diversity initiatives on campus, including the Council on Pluralism Report of 1997 and the report issued last spring by the Equal Opportunity Advisory Committee.

continued on page 17

In Perspective

- 2 Fiscal Health
- 2 Math Outreach
- 9 Brain Waves and Creativity
- 10 In Focus: Oral History

As a service to the University community, costs of producing Maine Perspective are underwritten by University Printing Services.

Modernization Key to UMaine Fiscal Health, Effectiveness



BearWorks
University of Maine

At a meeting of chief financial officers from New England land-grant universities earlier this month in Boston, the overarching focus was on the electorate's message to higher education institutions: Don't just validate but add value to your existence.

To do that, University of Maine Chief Financial Officer Robert Duringer and the other CFOs talked about the need for their institutions to identify the markets

or niches in which they excel, take increasingly pragmatic views of how to affect positive in-state changes, and aggressively look for opportunities to spearhead economic development.

What that means at the University of Maine, says Duringer, is now more than ever, "if you are not grounded in the land-grant mission, you're at the wrong institution."

"Because we are a land-grant, we are in a position to offer more value-added advancements to the state than any other institution in Maine," says Duringer. "At UMaine, we haven't reached the dramatic heights of change achieved by other land-grants. We get there by becoming a new model of a university."

The key is in moving from a 1800s model of higher education institutions developed on the "build it and they will come" premise to a new model of universities on the eve of the millennium, poised to offer education, innovation and competitive edge. The difference, says Duringer, is between evolution and revolution.

continued on page 14

Students Benefiting from SPIFFY Investment Experience

Despite the erratic behavior of this year's stock market, the Student Portfolio Investment Fund of the University of Maine Foundation (SPIFFY) continues to grow in value.

The student-run fund was begun in fall 1993 with an initial investment of \$200,000 by the University of Maine Foundation. An additional \$150,000 was added a few years later. This year, the fund's value has reached \$630,722 – a return nine percentage points above the portfolio's benchmark.

The average annual total return over the past five years is 16.12 percent.

"I think we're off 4 percent from our high, which is less than the market is off," says Ben Lupien, a fourth-year economics major from Waldoboro and a group co-chair. "Like most portfolios, we pretty much followed the trend. We lost some money, but we're climbing back toward our all time high."

During the stock market rallies of mid-July, the fund reached an all-time high of \$670,000. At that time, SPIFFY brought in the top return from all the portfolios in the University of Maine Foundation, according to Amy Hall, a fourth-year business finance major from Gorham and the group's other co-chair.

SPIFFY currently holds shares in 35 stocks, eight bonds and some options. Stock purchases are made based on member recommendations. Students within the group research stocks and make presentations to the weekly meeting. Members are given a week to consider proposals, which are voted on at the following meeting.

Students who join the organization are encouraged to attend

continued on page 13



A group of 35 Japanese high school students and four of their teachers from Aomori Minami High School visited campus one day this month. The students were in Maine as part of the Sister School Exchange with Maine Central Institute. The teens were welcomed to campus and introduced to some language learning activities by Chris Mares and Carlos Islam of the Intensive English Institute, and UMaine international students from Japan. The Office of International Programs organized the UMaine visit.

Math Outreach Projects Link UMaine with High Schools

Faculty members and graduate students in the Department of Mathematics and Statistics are working with Maine high school students to expand students' math skills through two new initiatives – the Maine Outreach School for Mathematics and Maine Mathematical Talent Search. Eva Szillery, a native of Hungary and a UMaine math instructor, coordinates the programs.

The new programs have drawn enthusiastic participation from students in high schools from Limestone and Presque Isle to Lincoln, Auburn and Portland. Since announcing the program early in the school year, Szillery and her colleagues have received an overwhelming response. A waiting list has been established to expand the program if additional funding becomes available.

continued on page 17

MAINE PERSPECTIVE FALL PUBLISHING SCHEDULE

Dec. 11 (copy deadline Nov. 27).

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UNIVERSITY OF
MAINE

Calendar

MAINE

All events are free and open to the public unless otherwise specified. Any speaker not otherwise identified is a member of the University of Maine faculty, staff or student body. Send notices of upcoming campus events to: *Maine Perspective* Calendar, Public Affairs. Calendar of events listings **MUST** be typewritten and should be sent well in advance of the publication date. For more information, call x3745.

NOVEMBER 27 - DECEMBER 18

27 Friday

University Credit Union will be closed Nov. 26-27 to observe the Thanksgiving holiday.

Swan Lake, performed by the St. Petersburg State Ice Ballet, part of the Maine Center for the Arts performance season, 3 p.m. and 8 p.m., Nov. 27, Hutchins Concert Hall. Admission fee. x1755.

Women's Basketball: Dead River Company Classic, 5 p.m., UNC-Charlotte vs. University of Mississippi; 7 p.m., St. Bonaventure vs. Maine, Nov. 27. Admission fee. xBEAR.

BLODGETT'S NUMBER TO BE RETIRED

Cindy Blodgett's basketball uniform number (14) will be retired in a half-time ceremony during the Dead River Company Classic Nov. 27. It will be the fourth women's basketball number, and the 12th Black Bear number in all sports, to be retired.

28 Saturday

Women's Basketball: Dead River Company Classic, 5 p.m., consolation; 7 p.m., championship, Nov. 28. Admission fee. xBEAR.

30 Monday

Classes Resume, Nov. 30.

Wildlife Ecology Seminar by Dan McAuley, Patuxent Wildlife Research Center, noon, Nov. 30, 204 Nutting Hall. x2866.

"Sex Connection," offered by Peer Educators, part of the World AIDS Day observance, 7 p.m., Nov. 30, Hancock Hall. x4561.

1 Tuesday

"Ion Transport, Water Structure and Dynamics," by Jay Rasaiah, part of the Chemistry Department Seminar Series, 11 a.m., Dec. 1, 316 Aubert Hall. x1190.

"An Inside Look at Marijuana," a panel discussion with Robert Dana, Dana Reed and Steve Barkan, offered by the Center for Students and

Community Life, noon-2 p.m., Dec. 1, Bangor Lounge, Union. x1397.

"Welcome to Reality," offered by Peer Educators, part of the World AIDS Day observance, 7 p.m., Dec. 1, York Hall. x4561.

"Men and Women Sharing," offered by Peer Educators, part of the World AIDS Day observance, 7 p.m., Dec. 1, Cumberland Hall. x4561.

Chamber Music Winter Recital, part of the School of Performing Arts season, 7:30 p.m., Dec. 1, Minsky Recital Hall. Admission fee. x1755.

2 Wednesday

"Brown Bag Budget: Lunch with the New CFO," by Robert Durringer, part of the PEAC Brown Bag Lunch Series, noon-1 p.m., Dec. 2, Bodwell Area, Maine Center for the Arts.

"From Ivory Tower to Power Tower: How Women in Academic Administration Can Arrive, Survive and Make a Difference," by Theo Kalikow, president, University of Maine at Farmington, part of the Women in the Curriculum Luncheon Series, 12:15 p.m., Dec. 2, Bangor Lounge, Union. x1228.

Lecture by Carol Bult, part of the Biochemistry, Microbiology and Molecular Biology Seminar Series, 3:10 p.m., Dec. 2, 124 Hitchner Hall. x2815.

"Everything You Wanted to Know about Sex and Much More," offered by ME Precaution, part of the World AIDS Day observance, 7 p.m., Dec. 2, Penobscot Hall. x4561.

"Everything You Wanted to Know about Sex and Much More," offered by ME Precaution, part of the World AIDS Day observance, 8:30 p.m., Dec. 2, Aroostook Hall. x4561.

3 Thursday

"Living with HIV," by Nancy, a young woman with HIV, offered by the Peer Educator Program, part of the World AIDS Day observance, 7 p.m., Dec. 3, Knox Hall. x4561.

Candlelight Vigil, organized by the Peer Educator Program, part of the World AIDS Day observance, 8 p.m., Dec. 3, Cutler Health Center parking lot. x4561.

Thursday Night at the Bear's Den with Two Ton Shoe, offered by the Union Board, 9 p.m., Dec. 3, Union. x1734.

4 Friday

"Biodiversity and Landscape Planning: Alternative Futures for the Region of Camp Pendleton," by Carl Steinitz, Alexander and Victoria Wiley Professor of Landscape Architecture and Planning, Harvard University, part of the Wildlife Ecology Seminar Series, noon, Dec. 4, 204 Nutting Hall. x2866.

Performance by UMaine Jazz Ensemble, part of the Jazz TGIF series, 12:15 p.m., Dec. 4, Damn Yankee, Union. x1734.

"Modeling the Genetics of Insect-Resistant Transgenic Corn and Development of Release Strategies," by David Onstad, Illinois Natural History Survey, part of the Biological Sciences Seminar Series, Dec. 4, 3:10 p.m., 102 Murray Hall. x2989.

Opening Reception for Museum of Art Exhibits Colorprint USA and Salon de Fax, 5-7 p.m., Dec. 4, Carnegie Hall. x3255.

Women's Ice Hockey: Maine vs. St. Lawrence, 7 p.m., Dec. 4. xBEAR.

5 Saturday

Men's-Women's Swimming and Diving: Maine vs. Boston University, noon, Dec. 5. xBEAR.

"Fun Flicks" Movies, offered by the Union Board, 6 p.m.-midnight, Dec. 5, Damn Yankee, Union. x1734.

Women's Ice Hockey: Maine vs. St. Lawrence, 7 p.m., Dec. 5. xBEAR.

7 Monday

University of Maine Open House, Dec. 7, Maine Center for the Arts. x1558.

WOMEN OF THE WORLD

Women of the World (WOW) will hold its next luncheon meeting Monday, Dec. 7 in the vestry of the Church of Universal Fellowship, Orono. This meeting will be a brown bag lunch; beverage and dessert will be provided. Those attending will share holiday traditions and ideas. WOW is a support group for international women in the greater Bangor community, sponsored by the Office of International Programs. For more information, contact Beth Eustis, 581-1509, or Lily Alavi, 945-5538.

Wildlife Ecology Seminar by David Irons, Migratory Bird Management, USFS, noon, Dec. 7, 204 Nutting Hall. x2899.

Oratorio Society Winter Concert, part of the School of Performing Arts season, 7:30 p.m., Dec. 7, Minsky Recital Hall. Admission fee. x1755.

University Bookstore
Textbook Buy Back is Dec 7-19.

8 Tuesday

"Quantitative Measurement of Mass and Aromaticity for Heavy Petroleum Distillates: Application of Fundamentals in an Industrial Setting," by alumnus Winston Robbins, Exxon Research and Engineering, part of the Chemistry Department Seminar Series, 11 a.m., Dec. 8, 316 Aubert Hall. x1190.

A Presentation on Service Learning, by Keith Morton, Feinstein Institute, Providence College, offered by the Maine Campus Compact, Student Employment and Academic Affairs, 11:30 a.m.-1:30 p.m., Dec. 8, Wells Conference Center. x1519.

"Beatrix Potter: Artist, Storyteller and Country Woman," by Jane Morse, part of the Page Farm and Home Museum Brown Bag Lunch Series, noon, Dec. 8, Page Museum. x4100.

Coffee House with Elisabeth Cutler, offered by the Union Board, 8 p.m., Dec. 8 Peabody Lounge, Union. x1734.

9 Wednesday

"Mary McLeod Bethune's Other Vocation: A Near Slave Woman Turned Educator Turns to Journalism," by Carolyn Bennett, part of the Women in the Curriculum Luncheon Series, 12:15 p.m., Dec. 9, Bangor Lounge, Union. x1228.

President Hoff's Open Office Hour, 1 p.m., Dec. 9, Alumni Hall.

"Role of Growth Factors in Vascular Injury and Repair," by Volkhard Lindner, Maine Medical Center Research Institute, part of the Biochemistry, Microbiology and Molecular Biology Seminar Series, 3:10 p.m., Dec. 9, 124 Hitchner Hall. x2815.

Faculty Senate meeting, 3:15 p.m., Dec. 9, Mahogany Room, Wells Conference Center. x1167.

"Augmentative and Alternative Communication (AAC) Update: A Look at Demographics, Prerequisite Skills and Service Delivery Needs," by Barbara Mintz and Colette Bilodeau, part of the Department of Communication Sciences and Disorders fall series, 5-6:15 p.m., Dec. 9, North Lown Room, Union. x2003.

Women's Ice Hockey: Maine vs. Bowdoin, 7 p.m., Dec. 9. xBEAR.

10 Thursday

"Homeopathy: An Alternative View to Traditional Medicine," by Dr. Will Taylor, homeopathist, Blue Hill, part of the Employee Assistance Program Brown Bag Luncheon Series, noon, Dec. 10, Bangor Lounge, Union. x4014.

Dance Showcase - Works in Progress, part of the School of Performing Arts season, 7:30 p.m., Dec. 10, Minsky Recital Hall. x1755.

Performance by the Band King Memphis, offered by the Off Campus Board, 8 p.m., Dec. 10, Bear's Den, Union. x1734.

Ongoing Events

Entertainment

University of Maine Opera Workshop - Winter, part of the School of Performing Arts season, 7:30 p.m., Dec. 4-5, Minsky Recital Hall. Admission fee. x1755.

"The X-Tra Terrestrial Files," a Planetarium show, 7 p.m., Fridays, Dec. 4-18, Wingate Hall. Admission fee. x1341.

The Nutcracker, performed by Robinson Ballet and Bangor Symphony Orchestra, Dec. 5-6. Admission fee. 942-5555.

"Christmas Around the World," a Planetarium show, 2 p.m., Sundays, Dec. 6-20, Wingate Hall. Admission fee. x1341.

Exhibits/Demonstrations/Tours

Colorprint USA, a Museum of Art exhibition, Dec. 4-Jan. 20, Carnegie Hall. x3255.

Salon de Fax, a Museum of Art exhibition, Dec. 4-Jan. 20, Carnegie Hall. x3255.

1998 Fall Student Exhibition, through Dec. 30, Hauck Gallery, Union. x1734.

A Collective Vision: Uncovering Layers of Artistic Energy, through Dec. 30, Hole in the Wall and Graphics Galleries, Union. x1734.

Woodland Tribes of the Northeast: Jud Hartmann Bronzes, a Hudson Museum exhibit, through May 16, Maine Center for the Arts. x1901.

Sumner 200: A Portrait of a Small Maine Town, a Hudson Museum exhibit, through May 16, Maine Center for the Arts. x1901.

Maine Forest and Logging Museum - Leonard's Mills, open daily 10 a.m.-dark, Bradley. x2871.

University of Maine Museum of Art open Monday-Saturday, 9 a.m.-4:30 p.m. x3255.

Page Farm and Home Museum open Tuesday-Saturday, 9 a.m.-4 p.m. x4100.

Hudson Museum open Tuesday-Friday, 9 a.m.-4 p.m.; Saturday-Sunday, 11 a.m.-4 p.m. x1901.

Meetings of Groups/Organizations

Newman Center, 10 a.m. and 6:15 p.m. Sundays, and 4:45 p.m. Tuesdays and Wednesdays, 83 College Ave. 866-2155.

Foreign Language Tables: Monday - French; Tuesday - Russian; Wednesday - German; Thursday - Spanish, all noon-1 p.m., 207 Little Hall. x2073.

Circle K Club meets every Monday, 6:30 p.m., Bangor Lounge, Union. x3909.

Commuter/Nontraditional Student Coffee Hour, 1:30-2:30 p.m., every Tuesday; 9-10 a.m., every Friday, Nutter Lounge, Union. x1734.

Maine Peace Action Committee meets every Wednesday, 5 p.m., Maples. x3860.

Acoustic Jam, 7 p.m., every Thursday, Memorial Room, Union. x1734.

International Coffee Hour, 4 p.m., every Friday, Peabody Lounge, Union.

Comprehensive Fee Program Fund Committee Meetings, to accept funding applications for the academic year, 1:15-2:15 p.m., Nov. 30 and Dec. 14, Ham Room, Union. Deadline for application submission is noon the day of the meeting. Applicants are asked to attend a committee meeting to present their proposals. x1406.

Maine Bound (581-1794)

Adult CPR and CPR Recertification, Dec. 1.

Careers in the Outdoors Forum, Dec. 2.

Pediatric CPR, Dec. 8.

Introduction to Mountaineering and Show Travel, Dec. 5-6.

Kayak and Canoe Rolling Pool Session, Dec. 6.

Early Winter Ice and Show Climbing, Huntington Ravine, Mt. Washington, Dec. 7.

Avalanche Awareness and Rescue, Dec. 11-12.

Kayak and Canoe Rolling Pool Session, Dec. 13.

Special Notes

Farmers' Market, 10 a.m.-1 p.m., every Saturday, Page Farm and Home Museum.

Jordan Observatory open any clear Friday or Saturday night. x1348.

Wreath Making and Holiday Music at the Page Farm and Home Museum, Dec. 2-3, Page Museum. Fee for wreath course. x4100.

11 Friday

"Reproductive Biology of Methane-Seep Invertebrates," by Kevin Eckelbarger, part of the Biological Sciences Seminar Series, Dec. 11, 3:10 pm, 102 Murray Hall. x2549.

Performance by A-Train, part of the Jazz TGIF series, 12:15 p.m., Dec. 11, Damn Yankee, Union. x1734.

Classes End, Dec. 11.

Women's Basketball: Maine vs. Rhode Island, 7:30 p.m., Dec. 11. Admission fee. xBEAR.

12 Saturday

4th Annual Maine Indian Basketmakers Sale and Demonstration, featuring Maliseet Micmac, Passamaquoddy and Penobscot basketmakers selling and demonstrating ash splint and sweet grass basketry, traditional foods, storytelling and music, 10 a.m.-3 p.m., Dec. 12, Hudson Museum. Admission fee. x1901.

Men's Basketball: Maine vs. Hartford, noon, Dec. 12. Admission fee. xBEAR.

Men's Ice Hockey: Maine vs. Northeastern, 7 p.m., Dec. 12. Admission fee. xBEAR.

Movie: *Titanic*, offered by the Union Board, 7:30 p.m., Dec. 12, Devino Auditorium, Corbett Business Building. x1734.

13 Sunday

University of Maine Yuletide Concert, part of the School of Performing Arts season, 2 p.m., Dec. 13, Hutchins Concert Hall. Admission fee. x1755.

Men's Ice Hockey: Maine vs. Northeastern, 4 p.m., Dec. 13. Admission fee. xBEAR.

14 Monday

Final Exams Begin, Dec. 14.

18 Friday

Final Exams End, Dec. 18.

Brown Bag Lunch on "MBTI - Cutting Edge Update on NEW FORM," by Scott Anchors, offered by the Career Center, noon-1:30 p.m., Dec. 18, third floor Chadbourne Hall. To take FORM M in advance, call x1513.

Men's Ice Hockey: Maine vs. Dartmouth, 7 p.m., Dec. 18.

Look Who's On Campus



Theodora Kalikow, president of the University of Maine at Farmington, will speak Wednesday, Dec. 2 at 12:15 p.m., Bangor Lounge, on "From Ivory Tower to Power Tower: How Women in Academic Administration Can Arrive, Survive and Make a Difference." Prior to being named president at Farmington in 1994, Kalikow was a dean and interim president at Plymouth State College, and held administrative and teaching posts at Southeastern Massachusetts University and the University of Northern Colorado.

AMERICAN RED CROSS DISASTER RELIEF CLASSES

Four American Red Cross Disaster Relief classes are being offered on campus next month. The classes, led by Red Cross-certified instructor Bill Reed, can qualify/train volunteers in various disaster services-related fields, preparing them for local, national or international disaster assignments with the American Red Cross.

The courses are:

- Family Service I, 9 a.m.-5 p.m., Saturday, Dec. 5
- Family Service II, 9 a.m.-5 p.m., Sunday, Dec. 6
- Mass Care, 6-9 p.m., Tuesday, Dec. 8
- Damage Assessment, 6-9 p.m., Wednesday, Dec. 9

The classes are free and open to the public. To register, contact the VOICE office, 581-1796.

No prior experience is needed. People who are interested in serving their community as American Red Cross disaster services volunteers locally or nationally can sign up for this training with no obligation.

Oral Exams

Snow Angels, by Russell Heath, candidate for master's degree in English, 2:30 p.m., Nov. 30, 409 Neville Hall.

"Unitarianism and Melville's Major Fiction," by Masafumi Yoneyama, candidate for master's degree in English, 4 p.m., Nov. 30, 207 Neville Hall.

"Recent Changes in the State and Regional Economies of Maine: A Shift-Share Analysis," by Robert Freeman, candidate for master's degree in resource utilization, 2 p.m., Dec. 1, Winslow Hall Conference Room.

"I Hear You Girlfriend!": Black Women Law Professors in the Legal Academy and the Politics of Higher Education Since 1940, by Elwood Watson, candidate for Ph.D. in history, 3:30 p.m., Dec. 1, Stewart Room, Stevens Hall.

"Anthropogenic Stressors on the Environment: Identifying Interactions Between Demographic Factors and Environmental Data for the Conterminous United States," by John Bartlett, wildlife ecology, 1 p.m., Dec. 2, 204 Nutting Hall.

"An Analysis of Image Representations with Segmentation and Annotation for Application to the Visible Human Project," by Christian Gagnon, candidate for master's degree in computer science, 1:15 p.m., Dec. 2, 105 Corbett Business Building.

"Alpine Flora of the Katahdin Table Land and Hamlin Peak," by David Clark, candidate for master's degree in botany and plant pathology, 2 p.m., Dec. 2, 213 Nutting Hall.

"Measurement and Analysis of Factors in Solid Wood Bending," by John Lucas, candidate for master's degree in forestry, 11 a.m., Dec. 3, 204 Nutting Hall.

"The Effect of Organic N Source and Timing of N Fertilizer Application on Interference Between Sweet Corn (*Zea mays* L.) and Wild Mustard (*Brassica kaber* (D.C.) L.C. Wheeler)," by Adam Davis, candidate for master's degree in ecology and environmental science, 10 a.m., Dec. 4, 101C Deering Hall.

Cabin in the Woods, by Christine Schubert, candidate for master's degree in English, noon, Dec. 4, 409 Neville Hall.

ANNUAL HOLIDAY TREE SALE DEC. 4-6

The annual Xi Sigma Pi holiday tree sale will be Friday-Sunday, Dec. 4-6, with proceeds to benefit student awards and scholarships in the College of Natural Sciences, Forestry, and Agriculture.

The sale begins noon-5 p.m., Dec. 5; 9 a.m.-4:30 p.m., Dec. 6-7, on the front lawn of Nutting Hall. This year, the 120 fresh-cut trees will include Balsam fir and a limited number of Fraser fir, all grown in Sangerville. The 6- to 8-foot trees will be priced up to \$25.

Trees are sold on a first-come, first-serve basis, and customers are urged to shop early for best selection. Trees still available after Dec. 6 will be sold the following weekdays beginning at 3 p.m.

Members of UMaine's chapter of Xi Sigma Pi, the forestry and wildlife scholastic honor society, will be available to answer questions and assist with tree purchases. Last year the tree sale raised \$800.

JAZZ AND POETRY FOR THE HOLIDAYS

On Friday, Dec. 11, 7 p.m., at the Orono United Methodist Church, an evening of poetry, stories and music will celebrate the arrival of winter and the coming of Christmas.

Jazz and Poetry concert organizers Jeffrey Wilhelm and Peggy Jo Wilhelm, flutist, will be accompanied by Laura Artesani on piano and Jim Artesani on bass guitar. All are UMaine faculty and Orono residents.

Jeff Wilhelm will read selected poems centering around the featured reading of Dylan Thomas' *A Child's Christmas in Wales*. Classic jazz music will intertwine the readings.

This is the 13th year the Wilhelms have presented the Jazz and Poetry Holiday Celebration, a tradition they brought to Orono in 1995 after moving here from Wisconsin.

The program, a holiday offering for the entire family, is free and open to the public.

People in Perspective

This is the time of year when the majority of applications are submitted for the Peace Corps, primarily by seniors in college.

Almost 30 years ago, Ted Wells was one of those seniors.

Today, he's a UMaine graduate student and a returned volunteer, having served almost six years in West Africa. He's also sitting in the recruiter's chair as the Maine representative for the Peace Corps at the University.

The University of Maine had been home to a Peace Corps office since the 1960s. In 1996 and 1997, the Boston office served the state. This fall, the Peace Corps returned to campus.

"Certainly I'm a different person as the result of my Peace Corps experiences," says Wells, who entered the spatial information engineering graduate program in fall 1997 with his sights set on a career in surveying engineering. "The Peace Corps widens your perspective. You start thinking in terms of everybody else in the world and not just yourself.

"The experience gives you a non-American perspective. That's not to say that the American perspective on the world is a wrong one, but it's wrong to think that it is the only one. The reality is people overseas know much more about our country than we do about theirs."

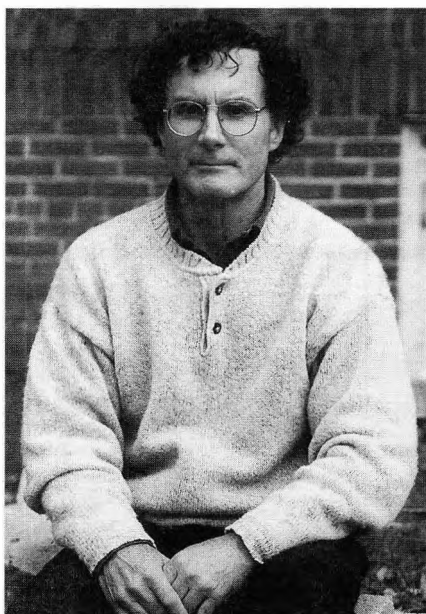
Growing up in a Boston suburb in the '60s, Wells heard about the Peace Corps but never envisioned himself as a volunteer. A trip to Montreal was the extent of his international experience.

"I was a parochial New Englander and really knew nothing about the world other than in an intellectual sense, that is, what I had learned in school. I had never been an adventurous person and didn't know what it was like to live in a foreign culture," Wells says.

"As it turned out, I loved living and working overseas. It was the kind of adventure that you look for the rest of your life."

Many young people join the Peace Corps to see the world, says Wells. He volunteered in order to prove the point that members of the "me generation" could make a difference in the lives of others.

Six days after he graduated from Colby College in 1970 with a degree in English, Wells was on his way to Quebec for a two-month Peace Corps training



Ted Wells

program focusing on French language and teaching English as a second language. From there, he headed to West Africa to teach English as a foreign language.

Wells spent a year teaching in Niger. He then transferred to Burkina Faso, where for four years he helped dig wells for small villages. He describes the typical experience of a volunteer as having "extreme highs and lows."

"When it's 112 degrees in the shade and it's been that way for two months, you think it's never going to end. All volunteers go through a period when they come very close to just quitting and going home. But then the highs happen—something exciting occurs in the local culture, or you find yourself writing home about the hard work and sacrifice of the people, and how they appreciate what you did, no matter how small the task."

When he returned to the United States, Wells taught high school for two years, then studied to be a mechanic. He was a marine mechanic working in a boatyard in Bass Harbor when he got another call from the Peace Corps, this time to be a Crisis Corps volunteer aiding Liberian and Sierra Leone refugees in Guinea. Assigned to work with the American-based International Rescue Committee, he helped dig wells for refugee schools. Unlike dire conditions Crisis Corps volunteers faced in Rwanda and Bosnia, in Guinea the

workers were helping refugees integrate into the area.

"I had left West Africa in 1976. Twenty years later, it didn't seem like that much of a difference," says Wells. "I had always said half-seriously that I would rejoin the Peace Corps at age 50, thinking then that I would never get that old. But the older I got, the more I wanted to do it. The call to join the Crisis Corps was a bolt out of the blue, but I was ready."

Flexibility is what Peace Corps applicants need most, says Wells. "We tell applicants if they are willing to do anything, go anywhere, at any time, the Peace Corps will find a place for them. The Peace Corps is always looking for teachers, and volunteers in forestry and agriculture. But it's a myth that there is nothing in the Peace Corps for liberal arts majors. People are needed who have practical experience.

"What the Peace Corps is looking for is people who have balanced reasons for going," says Wells. "They can have idealism and altruism, but if they go thinking they will save the world, or even one village, from poverty, hunger and disease, they quickly will be disillusioned. In addition to going for the adventure, travel and the experience to put on a graduate school application, the Peace Corps gives you two years away to think about all these things."

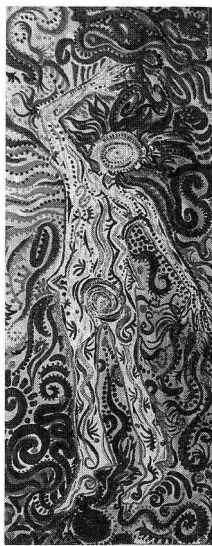
Today, college students who enter the Peace Corps often have more overseas experience than did Wells and his peers. But the challenges facing new volunteers remain largely the same.

"We tell people who are interested in the Peace Corps that this isn't for everybody, but it's for more people than you realize," Wells says. "It is like my experience. Initially people say there is no way they can do it. What they find out is not only can they do it, but they love the experience and adventure."

Wells' recruitment efforts as the state representative for the Peace Corps focus on UMaine and other campuses and communities in central and northern Maine.

The hope is that the return of a Peace Corps office on campus will spark greater interest in volunteerism abroad. In addition, Wells hopes to coordinate efforts to use returning Peace Corps volunteers as educational resources. He now is developing a list of returned volunteers living in the area.

Gallery Glimpses



A "full body mandala" by senior studio art major Sarah Wilde, part of A Collective Vision: Uncovering Layers of Artistic Energy.

Collective Vision

Three student art shows are on display through Dec. 30 in the Union galleries. In Hauck Gallery is the *1998 Fall Student Exhibition* by the Student Art League. In the Hole in the Wall and Graphics Galleries is *A Collective Vision: Uncovering Layers of Artistic Energy*.

All three shows reflect the efforts of students learning the art of presenting professional exhibitions.

Collective Vision is a senior capstone project of seven studio art majors in ART499 – a seminar in professional practices, led by Professor of Art James Linehan. The Graphics Gallery contains a small group show of individual works in printmaking, drawing, painting and photography by the artists. Two sculptors have their works represented in drawings and photos.

Also part of *Collective Vision* is the Hole in the Wall exhibit, featuring large-scale drawings and paintings. These works are "full body mandalas" – life-size drawings created in response to a workshop in

"Ecstatic Dance" led by Sarah Wilde of Walpole, an art teacher trained in Gabrielle Roth's Ecstatic Dance.

This is the second capstone art exhibit featured in the Union.

Lewis Landscapes

Landscapes: Two Views is an exhibit of paintings by UMaine Professor of Art Michael H. Lewis and Bangor artist Ed Nadeau, on display throughout December at the Clark House Gallery, 128 Hammond St., Bangor.

The opening reception is 5-7:30 p.m., Friday, Dec. 4. All are invited. For more information, call 942-9162.

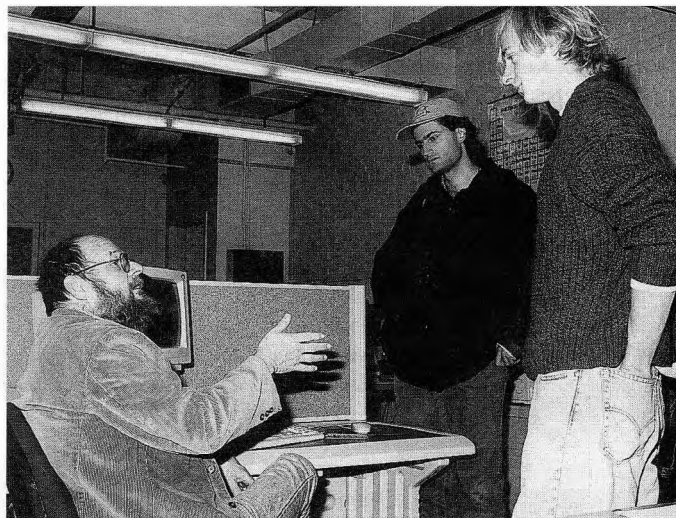
Lewis will exhibit approximately 17 new pieces, ranging in size from 3-inch square to 24 inches by 30 inches. The paintings are a further exploration of Lewis' unusual turpentine wash technique.

Several paintings were inspired by the experience of walking down University Forest paths with the sun streaming through the intensely colored autumn foliage. The sensation of "swimming in colored light" is part of Lewis' exploration of landscape as a starting point for looking inward toward metaphysical realities.

Two other paintings by Lewis were recently accepted into the Portland Museum of Art Biennial Exhibition, which runs through Jan. 3. Pieces by 56 artists were chosen from the 914 who applied for the juried show.

Basketmakers Sale and Demonstration

The 4th Annual Maine Indian Basketmakers Sale and Demonstration will be 10 a.m.-3 p.m., Saturday, Dec. 12. Maliseet, Micmac, Passamaquoddy and Penobscot basketmakers will offer their handmade, one-of-a-kind ash splint and sweet grass basketry. On sale will be work baskets, such as creels, pack and potato baskets; fancy baskets ranging from strawberry- and blueberry-shaped to curly bowls; quill jewelry; wood carvings; and birchbark work. Also highlighting the day will be basketmaking demonstrations and the sale of traditional foods. Admission is free; early-bird shopping 9-10 a.m., \$5 per person.



Earlier this month, the public viewed a demonstration of a new computer networked software package designed to increase student access to sophisticated laboratory instruments. The system, Inter-Chem-Net, was developed by faculty, staff and students in the Department of Chemistry. Among those on hand for the demonstration were Robert Kirk, left, teaching associate in chemistry, and students Gil Munden and Ryan Genz. According to Mitchell Bruce, associate professor of chemistry and director of the project, Inter-Chem-Net uses a highly tuned system involving efficient data acquisition with a small number of sophisticated instruments; network data transfer and storage on a server; and data analysis performed at separate computer stations. Inter-Chem-Net separates the data acquisition step from the more time-consuming data analysis step. A suite of chemistry learning tools is available in the program and multi-media modules are under development.

Photo by Nick Houtman

RNs Earning Graduate Nursing Degrees with Specializations

Registered nurses can now earn a graduate degree in nursing with a specialization in such areas as business and education through the UMaine School of Nursing.

"There is a great need for graduate education to prepare nurses for the roles of clinical nurse specialist, nurse educator and nurse administrator," says Therese Shipps, director of the School of Nursing. For example, nurses in hospitals often are promoted to management positions based on their performance in direct patient care, yet many are unprepared for the challenges of management.

The need for such specialization poses challenges for higher education institutions where graduate programs are small and faculty cannot be hired to teach specialized areas, Shipps says. By tapping into an institution's existing academic programs beyond nursing, the individualized master's degree track allows students to pursue the specializations they need while making the best use of limited resources.

Students in the Master of Science in Nursing (MSN) program are registered nurses with at least two years of healthcare experience. Prior to the introduction of the individualized master's degree track, MSN candidates could specialize as rural family nurse practitioners.

Currently, 35 full- and part-time students are enrolled in the MSN program. A minimum of 45 credits are required to graduate with a master's in nursing. Of those, 27 are core nursing courses. The other credits are in the area of specialization.

The possibilities for specialization are broad. Specialty courses can include classes offered by UMaine and throughout the University of Maine System, on campus or via ITV and the

continued on page 14

Center Stage

School of Performing Arts



Poster illustration by Nancy Leavitt of Old Town, a member of the Oratorio Society. Posters on sale at the concert.

Oratorio Society in Concert

The 100-member Oratorio Society, with singers from campus and community, presents its annual winter concert Monday, Dec. 7 at 7:30 in the Minsky Recital Hall. Music for the holiday season will be featured, under the direction of Kevin Birch.

Carols and Lullabies: *Christmas in the Southwest* is a recent work incorporating traditional Spanish carols by American composer Conrad Susa. The work includes vocal solos and musical accompaniment by harpist Jara Goodrich, guitarist Keith Crook and percussionist Stuart Marrs. *Stopping by Woods on a Snowy*

Evening is a musical setting of Robert Frost's timeless poetry for tenors and basses by Randall Thompson. It is conducted by Daniel Williams, assistant director of the Oratorio Society.

A *Ceremony of Carols*, composed by Benjamin Britten, will be accompanied by Goodrich. The entire chorus will present Handel's rousing *Coronation Anthem No. 2 (The King Shall Rejoice)*.

UMaine's Traditional Holiday Celebration

The annual celebration of the music and spirit of the holiday season by the School of Performing Arts will be presented Sunday, Dec. 13 at 2 p.m., in Hutchins Concert Hall, Maine Center for the Arts.

The Yuletide Concert brings together the School's four major choral groups: University Singers, Oratorio Society, Collegiate Choral and Athena Consort.

COLT CLEARINGHOUSE

Are you the object of harassment? Is your health being compromised by the quality of the air in your workplace? Does your supervisor refuse to comply with the COLT contract or stated University policy?

Members of the ACSUM Executive Committee have volunteered their time to address these and similar problems with you. Contact Thomas Baker, Gail Belanger, Mary Burton, Mabel Carmichael, Sandra Cayford or Suzanne Moulton to initiate a team to assist you.

The Committee cannot guarantee the solution you may seek. However, members will listen and do their best on your behalf. Confidentiality is a foremost concern.

ANNUAL CHILDREN'S BOOK DRIVE

Children's books for needy area youngsters, from toddlers to teens, are again being collected by the College of Education and Human Development at the University of Maine. The public is invited to join in this annual tradition by donating new or used books in very good condition. The books will be distributed by the Orono-Old Town Kiwanis Club at the service organization's annual holiday party for area children.

Books, gift wrapped if possible and marked for a particular age level, may be brought to the office of College Dean Robert Cobb, 151 Shibbes Hall, through Friday afternoon, Dec. 11. The annual book collection, in cooperation with the Kiwanis Club, has made thousands of books available to deserving area children for the past 20 years.

Opera Sampler

The School of Performing Arts Opera Workshop will present a "Sampler" Saturday, Dec. 5 at 7:30 p.m. in Minsky Recital Hall. The program of arias and scenes will include much-loved excerpts from Bizet's *Carmen*, Mozart's *The Marriage of Figaro*, Puccini's *La Boheme*, and Verdi's *Falstaff*. Excerpts from Rossini's *La Cenerentola*, Menotti's *Amahl and the Night Visitors* and Carlisle Floyd's *Susannah* will also be featured.

Faculty members Nancy Ogle and Francis Vogt direct the performance. Laura Artesani and Jurai Kojs are piano accompanists. Dress rehearsal Friday, Dec. 4 at 7:30 p.m., is free and open to the public.



Among those performing in the Opera Workshop are, left to right, Tracie Callahan, a second-year vocal performance student from Dexter; Jason Plante, a first-year vocal education major from Gardner, Mass.; and Kelly Caufield, a first-year vocal performance student from Gorham.

Faculty/Student Chamber Music Recital

Strings, brass and woodwinds all will be represented at the Faculty/Student Chamber Music Recital Tuesday, Dec. 1, 7:30 p.m. in Minsky Recital Hall.

Along with the traditional chamber music ensembles, a trombone quartet, clarinet quartet, guitar trio, saxophone quartet, flute choir, and mixed brass quartet will perform.

A Baroque chamber ensemble, composed of baritone, cello and harpsichord, will also be featured.

The program includes works by G.F. Handel, Beethoven, Mendelssohn, Bach, Mozart, Haydn and Scott Joplin. *Canon and Fantasy*, a composition by UMaine music faculty member Beth Wiemann, will be presented by the 20th Fret Guitar Trio.

Music faculty members performing with the student ensembles are Diane Roscetti, Peggy Jo Wilhelm, Susan Heath and Fred Heath. Music faculty coaches for the performances include: Laura Artesani, Susan Heath, Fred Heath, Ginger Yang Hwalek, Karel Lidral, Phillip Silver, Joshua Whitehouse and Beth Wiemann.

Dance Showcase

The creation of dance is the subject of an admission-free evening in Minsky Recital Hall Thursday, Dec. 10 at 7:30 p.m. The dance program presents a preview of its spring concert as dancers and choreographers "try out" their works-in-progress.

Cultural Affairs Committee Deadline for Proposals

The deadline to submit proposals to the Cultural Affairs/Distinguished Lecture Series Committee is Dec. 1. Proposal guidelines and applications are available by contacting Wanda Legere, President's Office, X1516.

Researchers Study Brain Waves and Creative Thought

Experimental psychology graduate student Jonna Kwiatkowski is researching how the mind works in relation to creative thought.

Her studies, and the ongoing work of her internationally recognized faculty mentor, Professor Colin Martindale, have the potential to help people think creatively – and to change the way we think about creativity.

Kwiatkowski's dissertation involves the study of brain waves and creative thought. In addition to studying the physiological side of psychology, Kwiatkowski seeks to shed light on the factors involved in motivating people to use their creativity in different ways.

Kwiatkowski received her undergraduate degree in psychology at Saint Mary's College in Indiana. After working for three years as a computer programmer and user interface designer, she decided to enroll in graduate school.

Kwiatkowski came to UMaine in 1996 to study with Martindale, who for years has done research on the relationship between creativity and psychophysiological variables, including the psychology of art and aesthetics. Martindale's research on the application of psychology to the history of artistic styles is based on his theory that, rather than reflecting history or society, art styles evolve as artists respond to continuing pressure to be creative and original.

Currently, Martindale is doing research on the relationship between creativity and cognitive disinhibition. Also of interest are the causes of aesthetic preference. For both creativity and aesthetic preference, Martindale has developed neural-network or connectionist theories that he continues to test.

In addition, in collaboration with a worldwide group informally known as Le Cabal, Martindale is studying the psychological determinants of literary and art history. He is working on problems as diverse as historical changes in Beatles lyrics, author attribution, trends in the content of literary narratives, and the differences between coding and noncoding DNA.

Last year, Martindale was internationally recognized for his research achievements when he was inducted into the International Informatization Academy in Moscow and was awarded the Yury Tynjanov Prize, in recognition of his outstanding contribution to the study of the evolution of art, by the Russian Division of the International Association of Empirical Aesthetics.

In collaboration with Martindale, Kwiatkowski has completed



Jonna Kwiatkowski

five research projects since coming to UMaine and is presently carrying out five more. She is first-author on 12 papers presented at regional, national and international conferences. She and Martindale have traveled to Russia and Rome to present their research. Kwiatkowski was a session chair at the 1997 American Psychological Association conference in Chicago and at the 1998 International Association of Empirical Aesthetics biannual congress in Rome.

In addition, her outstanding contributions to the Psychology Department include taking charge of the research participation pool. Kwiatkowski modified the procedure for giving students credit for participation and rewrote the instructions for those taking part in the research. She also is noted for providing academic support to undergraduates on research projects for honors theses and independent study.

After graduating in 2000, Kwiatkowski says she wants to teach at a college or university, or find a post-

doctoral research position.

"I'm really looking forward to teaching and using psychology to inspire people to think in different ways," she says. ▲

People Recuperating from Stroke Can Aid Research

People recuperating from stroke are sought for participation in a research project by a UMaine communication scientist. Judy Walker, an assistant professor in the Department of Communication Science and Disorders, studies the effect of stroke on the ability to understand language.

Participants in the study must be between the ages of 50 and 80 and have had a stroke that affects the right or left side of their body. They may also be experiencing specific types of problems, such as difficulty understanding and speaking with others, paying attention and remembering, solving problems and recognizing visual cues.

Walker has 12 years of clinical practice in New England and 10 years of experience in clinical research in studying certain aspects of language disorders known as aphasia. "In about 95 percent of the population, the left hemisphere is dominant for language, and I'm interested in studying how left hemisphere strokes affect the abilities of people to process certain kinds of sentences," says Walker.

Walker and her students have developed a testing system that uses a computer to play sentences and record a subject's responses. She will work with participants in their homes and other settings. The initial screening will last for 20-30 minutes. People who qualify for additional testing can expect to spend about two to three hours on the test procedure, which can be spread over two sessions. Participants will receive a free hearing screening and language test.

People interested in participating in this project can contact Walker, 581-2003. ▲

COMPREHENSIVE FEE PROGRAM FUND APPLICATIONS

The Comprehensive Fee Program Fund Committee is accepting funding applications for this academic year. The committee administers the disbursement of program funds set aside to facilitate recognized student organizations sponsoring events that meet the diverse social and cultural needs of our student body. Applications are available at the offices of Student Government, Association of Graduate Students, the Union Board, and the Dean of Students and Community Life. Proposals must be received and reviewed by the committee prior to the event taking place. Committee meetings are Nov. 30 and Dec. 14.

Memories Provide a Unique Window Onto Rural Life in Maine

In the heyday of the Maine farm, 95 percent of people in the state lived self-sufficiently off the land. From their farms they took their food, fiber and shelter. Deeply rooted in this agriculturally based way of life was a sense of family, community and stewardship for the land.

Today, many who were members of farm families during this period, 1865-1940, have passed away, taking with them rich memories of a way of life that was as hard and as demanding of self-sacrifice as it was wholesome and satisfying. In some cases, all that remains are artifacts and documents – pieces of the past that only begin to provide a historical perspective for modern generations.

At UMaine's Page Farm and Home Museum, a facility devoted to celebrating Maine farms and farming communities in this era, an oral history project is under way to ensure that the personal experiences of people with first-hand knowledge of life during this time are not lost forever. In much the same way that the Museum has preserved the physical remains of family farms from this important chapter in Maine's chronicles, so too is it now committed to capturing the perspectives of the people who made the history.

"This oral history project is helping us look broadly at rural life as a whole rather than in snippets," says Bill Reed, curator of the Page Farm and Home Museum. "This will further bring life and connection to the physical things in the Museum, placing them in people's lives. Learning such experiences, we can then talk about what life was like on the farm, rather than just the equipment that was used during that period.

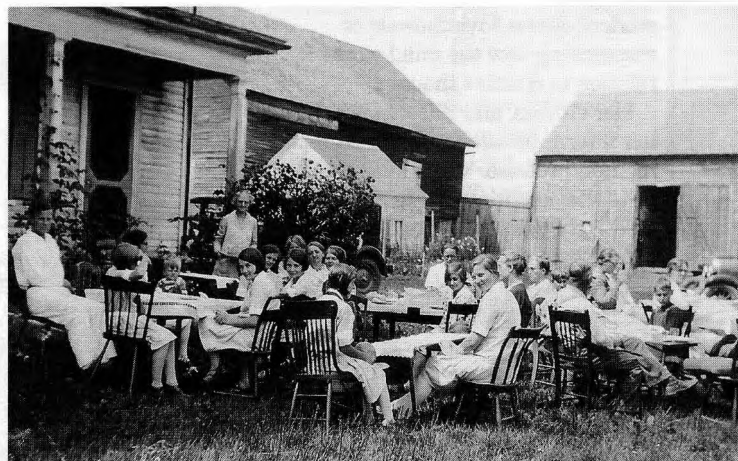
"These were people who loved their way of life. Success was measured by providing for their families, not in accumulating wealth. They were a hard-working, honest, self-sufficient and proud people. They enjoyed life and its richness."

The goal of the oral history project is to get an idea of family life in rural Maine – the values, activities, sense of who these people were and where they came from, says Mary Jo Sanger, a social scientist and historian from Orono. "It is an attempt to let people know today the origin of their own values and roots.

"Life was very hard on the farm, but you ask those who lived there and their answer is no, that's just how life was. There is no sense that they were living a deprived lifestyle. They display a resilience of human nature – the ability to survive and cope under what we would consider adverse circumstances. They always had food, they shared a lot, and had a strong sense of community."

The need to initiate an oral history project was particularly poignant to Reed when he remembers talking informally through the years to Mildred "Brownie" Schrupf, Maine's legendary home economist. "I realized I was missing opportunities by not recording the information she was relating," says Reed. "It's the kind of first-hand information that can fast be lost."

The oral history project was first developed in 1995 to help in interpreting the Museum, which spans the post-Civil War to pre-World War II years. Interviewers in the project began by talking to farmers of the past – primarily men – who discussed farm machinery and bushels grown, the cost of fertilizer and the nuts-and-bolts of ongoing repairs required on the farm. What most did not discuss was the critical role of their partners – the women holding down the homestead. A grant in June 1996 from the Maine Humanities Council allowed the Museum's oral history project to begin to focus primarily on the



experiences of women and children on the farm. Their perspectives, coupled with those of the men on the farm, have provided a unique window onto rural life in Maine.

History is preserved through their words:

The women were the nourishers, the sustainers who kept the family going and helped their husbands. The women set the tone for the whole family, nourishing the family physically and emotionally to keep life on the farm progressing.

I left school about age 14 or 15 and kept house for a family of several boys. I cooked, made butter, raised chickens, turkeys. Helped with various farm chores. During harvest time, we boarded all the men. I did most of the cooking. It was hard work.

We had huge gardens. My mother canned it all. I've never seen anyone work as hard as my mother and father.

"The woman primarily stayed in the house and as her major task, saw that food to feed the family moved from ground to table," says Sanger. "Rising early, the men went outdoors to do an hour of work while the women started baking and getting the first meal up. During the day with the men away, the women did a variety of tasks – from housekeeping and laundry to caring for children. Dinner and supper meals were major. And while the men came in for the evening meal, often bringing a close to their day, women were still working until the time to go to bed.

"They were women with a strong sense of family who supported their husbands and children," says Sanger. "They viewed the extended family, including hired workers, as their responsibility. The women didn't always aspire to material possessions; they were resourceful. They also cooperated with other women, sharing talents and responsibilities.

"They were proud of their roles of wife and mother. Of course, they had all the problems of women today but they regarded the roles of wife and mother as supreme."





Photos courtesy of the
Page Farm and Home Museum

To date, 40 interviews
have been conducted with
men and women for whom

farm living was a way of life. They range from elders as old as 102 to people in their late 60s who grew up during the Depression in what are considered the transitional years of the traditional rural Maine farm, and younger generations who relate memories of rural life as passed down by family members. Most of the interviewees are members of the second and third generations from the family farms.

The interviews are conducted by a dozen Museum volunteers located throughout the state, reaping histories that reflect the diversity of Maine farms – from the salt marsh hay farms to the 20-head dairy farms and potato farms in the County. All the interviewers have received training from the oral history experts at the Maine Folklife Center, directed by Edward “Sandy” Ives. The Center is the archives for the oral history tapes and transcripts. People who volunteer to be interviewed are asked to fill out a general information questionnaire. True to Ives’ approach to oral history techniques, interviewers use the questionnaires as a springboard, taking an unstructured, conversational approach that allows people to “tell their stories.”

“If people are allowed to self-guide the interviews, their strongest, clearest memories will come forward,” says Reed.

With each interview, memories like brightly colored threads are added to the simple yet elaborate tapestry of rural Maine history.

Sanger and Reed have found many universal threads running through the oral histories – ever-present danger of chimney fires; the secular ties to church; the divisions of labor on the family farm; the impact of the changing seasons – even on the poetry written by women; the social aspects of community living; the role of such organizations as Farm Bureau, UMaine Cooperative Extension and Grange; the acquisition and loss of farms; healthcare. Each could be separate research projects.

The response to the oral history project from elders has been exciting, say Sanger and Reed. “There are not a lot of people listening to them today and for many, their lives are lonely,” says Reed. “A lot of them are excited that anyone is interested. Some of these men did not have time during their active years to sit down and do such talking. Theirs was a labor-intensive life without a lot of time to reflect on what they were doing. Now that they’re older with more time, they realize they have a lot to share.” ▲

Oral History Offers Avenues with Which to Explore the Past

For the past four years, University of Maine folklorist Pauleena MacDougall has been researching the life of Maine woods historian Fannie Hardy Eckstorm, whose work between 1920-37 included collecting folk music. MacDougall had already compiled a great deal of documentation on Eckstorm when she happened to interview a man who had been a neighbor of the legendary historian.

That’s when it happened.

“He asked me whatever happened to the Dictaphone recordings Eckstorm made,” says MacDougall, associate director of the University’s Maine Folklife Center. “Suddenly there was a new area to investigate.”

MacDougall discovered that Eckstorm had succeeded in recording examples of Maine folk music of the day. She collaborated in her music recordings with a man from Harvard University, and her material became part of what is known as the Phillips Barry Collection. Barry took credit for all the recordings.

“Up until that time, I had no idea she had collected all the material,” says MacDougall. “That’s one of the things that can happen in oral history.”

For decades, folklorists at the Maine Folklife Center have been using oral history “to further tell the story.” They also have been teaching hundreds of people throughout Maine and New England how to do the same. Today, the Maine Folklife Center is one of the main sources of oral history education in the state and in the Northeast.

“Our role is in educating, promoting, preserving, interpreting and developing programming for the public to interpret oral history materials,” says MacDougall. “One reason to do oral history is there are not many documents available to answer the questions people have. Oral history works because there are still people alive who can tell the story. In some cases, even available documents can leave unanswered questions that only a person with experience in that time period can answer.

“Very often people who are hesitant to discuss issues or who are marginalized in society are more likely to get their stories told through oral history.”

The Center’s oral history emphasis began with its founder, Edward “Sandy” Ives, whose early research focused on folklore and folk music. When it was clear that the people who made up the songs were as interesting as the music, oral history became an integral part of his work.

For more than 25 years, Ives has taught an oral history fieldwork course in the Anthropology Department. Through the years, the Center has increasingly offered community workshops for laypersons interested in learning the unique method of preserving and adding to the annals of history, culture and tradition.

As a result of the outreach efforts of the Center, people in the community learn the techniques of oral history gathering to contribute to Maine chapters in history, ranging from interviewing elders in a fishing village to recording memories of people who attended one-room schoolhouses as children. Among her other projects, MacDougall is compiling oral histories about rum running in Maine in the 1930s. She and others through the years have interviewed a variety of people – from a former Coast Guard officer to a 93-year-old former rum runner from Massachusetts.

“When doing history, it is important to keep in mind that the more sources one has, the better. It’s important to remember that even a document has limits, and things like newspaper accounts can be wrong or misleading. The memories of a person, in combination with the personal experiences of others, can be compared to the documentary record. It’s then that oral histories can often open new avenues of exploration.” ▲

The CUTTING EDGE

University of Maine Research on the Frontiers of Science

Cranberry Management

This fall's Maine cranberry harvest has increased by 75 percent over 1997 levels, according to the results of a survey by Charles Armstrong of Steuben, a UMaine Cooperative Extension cranberry specialist. Growers produced about 3,500 barrels of berries compared to 2,000 barrels last year.

This year's crop is worth about \$210,000. The larger harvest is the result of new plantings coming into production and effective management by growers, Armstrong says. About 80 percent of Maine's acreage and 90 percent of this year's production is located in Washington and Hancock counties.

Maine growers currently manage 123 acres of cranberries, in addition to 57 acres planted by Cherryfield Foods this year. The company's plans to establish 117 acres of additional bogs will more than double the current state total.

Armstrong works with members of the Maine Cranberry Growers Association to apply Integrated Pest Management techniques. He inspects bogs for the presence of weeds, insect pests and diseases, and makes recommendations on pesticide applications and other practices. He also helps growers to apply research results from around the country and has collaborated with experts from other cranberry producing states.

In the past three years, he has been headquartered at Down East Resource Conservation and Development in Cherryfield.

The most difficult pest to control is cranberry tipworm, which reduces yields by weakening plants. "Tipworm attacks only the growing tips of the plants. It's a problem in Maine and most other states which grow cranberries," says Armstrong. It has caused serious losses in Massachusetts and Wisconsin, the highest producing cranberry states in the U.S.

Tipworm is about the size of a pinhead and reproduces quickly. By causing the plant to reduce flower buds, it can also reduce the following year's harvest. The insect goes through up to five generations in one growing season.

A pesticide is used to control tipworm, but because of suspected resistance by the insect, it does not appear to be very effective in Maine. Armstrong is helping growers to use other techniques, such as applying sand to bogs and applying a growth inhibitor. Sand kills tipworm larvae that overwinter on bog surfaces.

Growth inhibitors interfere with the tipworm's lifecycle by disrupting the molting process and are thus harmless to most other organisms. The particular inhibitors that might be used to control tipworm are still considered experimental and are being tested in Massachusetts and Wisconsin laboratories.

Armstrong would like to see Maine develop a research program focused on the needs of local industry. "For example, our climate affects the timing of insect hatches, and recommendations from other states may not be appropriate for Maine," he says.

Armstrong has also considered steps to identify insects that could control tipworm naturally. Spiders, a particular syrphid fly, and possibly egg-devouring ladybugs could all provide protection, but so far do not appear to be effective.

Armstrong is an entomologist who received his master's degree from UMaine in 1996. He was advised by Stephen Woods, a UMaine faculty member in the Department of Biological Sciences. Armstrong's work with cranberry growers is supported by the Maine State Legislature and Cooperative Extension. He worked for the Maine Department of Agriculture during the first part of 1998 as interim state entomologist.

Armstrong maintains a Website about Maine's cranberry industry: <http://nemaine.com/rc&d/cranberry.htm>

Adventure Engineering

Ducking 100 mile-per-hour wind gusts in August, students in an Electrical Engineering Technology (EET) class got a glimpse of what it takes to monitor the weather in one of the most inhospitable spots in New England. With EET faculty members Jill Schoof and Scott Dunning, 10 students traveled to the Center for Wind, Ice, and Fog Research (CWIFR) at the Mt. Washington Observatory, New Hampshire.

Schoof is the chair of the science and engineering committee at CWIFR where she has supervised wind, ice and fog research since 1990.

She came to UMaine in 1998 and teaches electronics and instrumentation courses, as well as a controls systems course. Her courses give UMaine students a chance to design and test new instruments for purposes such as industrial process control and weather monitoring.

Since 1932, weather observers have recorded the extreme conditions on the mountain year-round, 24 hours a day. In 1934, they recorded a world-record 231 mph wind. Today, the research involves scientists and engineers from universities, government agencies and industry. UMaine's Robust Instrumentation Laboratory works with the Center in all areas of equipment design for this extreme environment.

Besides the extreme icing conditions and world record winds, electrical equipment must also face the complications of a television transmitter 200 feet away.

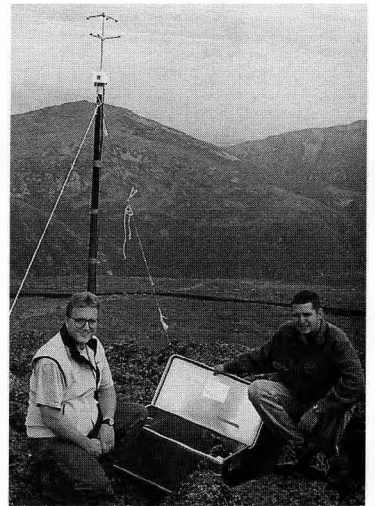
The August trip had an international dimension. UMaine students collaborated with German students from Ruhr University. Schoof made the arrangements with German professor Andreas Pflichtsch, who was leading students in a study of climate and the influence of landforms on weather patterns.

In previous research, Pflichtsch had found unique topological features that create the extreme winds on the Mt. Washington summit. He was excited about the opportunity to bring research students to New Hampshire to perform data measurements and learn about temperature and wind variations.

The students were divided into three teams. They investigated how temperature measurements are affected by wind and how the winds vary on the windward and lee sides of the mountain. They also studied how rock formations, vegetation and instrument designs influence weather data.

One team used a data logger and 14 sensors to make measurements around a rock formation near the top of Tuckerman ravine. Another compared data from an infrared visibility monitor with measurements from a laser-based cloud height detector and visual measurements by human observers.

Students also tested a device known as a pitot-static anemometer that was developed by Schoof's laboratory and the Observatory. It measures wind speed by sensing differences in air pressure in a narrow tube.



Atop Mt. Washington are Associate Professor of Electrical Engineering Technology Scott Dunning and Tom Michaud, an EET senior from Machias.

News at a Glance

FOOD DRIVE NETS TONS OF NON-PERISHABLES

UMaine's chapter of Lambda Chi Alpha has donated more than 31,600 pounds of non-perishable food to benefit Maine people in need as a result of the fraternity's year-long food drive.

This year's donation is the largest ever for Lambda Chi, with more pounds of food collected than in the previous five years of food drives combined.

Lambda Chi's local effort is part of the national fraternity's Sixth Annual North American Food Drive.

The UMaine-based food drive culminated Nov. 7 when 3,100 pounds of non-perishables were donated in a door-to-door collection effort in area neighborhoods, primarily in Bangor. Lambda Chi members had already collected 6,000 pounds of food, primarily through a special promotion at the Bangor State Fair in which fairgoers received \$2 off their admission fees with the donation of three cans of food.

Food contributions have been donated to the In-Tyme food pantry. Monetary donations totaling \$1,500 went to Good Shepherd Food Bank to buy an additional 22,500 pounds of food. As a result, an estimated 32 area shelters will benefit from this year's food drive.

The 23 members and alumni of Lambda Chi were supported in their efforts by numerous volunteers, members of campus organizations and residence halls, and area businesses. Among those participating in the door-to-door collection earlier this month were members of Pagon Campus Organization, and Delta Zeta and other Greeks.

Before the end of this semester, Lambda Chi's food drive coordinators for next year are expected to be named.

PRIVATIZATION THE FOCUS OF LABOR ED FACT SHEETS

UMaine's Bureau of Labor Education has published the first of four fact sheets on privatization.

"Problems and Pitfalls of Privatization: Costs, Efficiency, Accountability and Quality" focuses on problems in budgetary costs and efficiency, accountability and lack of control, effectiveness and quality of service, and the issues involving privatization that need further study.

"We hope to raise issues that need to be considered before public programs are contracted out to private companies," says John Hanson, director of the Bureau.

Hanson says although privatization is often touted as a simple solution to many problems, including inefficiency and budgetary concerns, increasing evidence suggests that the policy trend is much more complex and problematic than many people realize. Privatization can result in costly mistakes.

Hanson says private sector businesses who bid to offer government services often underestimate actual costs. Ultimately, taxpayers end up paying most of these costs. In addition, contracted services often have limited avenues for handling complaints and problem solving.

"If evidence suggests privatization might save money while providing the same or better level and quality of services under certain circumstances, it ought to be explored to determine if it can actually work," says Hanson.

Hanson says government officials and administrators should explore alternatives to contracting out and eliminating public sector jobs, including organizational innovation or labor/management initiatives based on employee involvement in planning.

We Remember

Ulrich Wicks

Ulrich Wicks, chair of the English Department and professor of English, died Oct. 9 at the age of 56.

Wicks came to UMaine in 1969 from the University of Iowa, where he had just completed his Ph.D. in comparative literature. He taught courses in that field and pursued research in the European novel, particularly in Picaresque fiction. This research led to the 1989 publication of his book *Picaresque Narrative, Picaresque Fictions*, a research guide still central to study in the field. Through the years, he broadened his scholarly interests to include film. In particular, he developed and taught courses in the history of film and in the evolution of film technique.

In 1976, Wicks was named the first chair of the English Department, establishing procedures that made the job easier for all subsequent chairs. From 1981-87, he served as director of the Honors Program. In 1996, while serving as graduate coordinator, he also stepped in to serve two years as interim department chair. He was serving a subsequent three-year term as chair at the time of his death.

Colleagues describe Wicks as organized, reserved and dedicated. Deadlines did not seem to exist for him. He always finished things long before they were due, circumventing those moments of panic in which the rest of us seem ever to find ourselves. Although he was always pleasant and friendly, he avoided unnecessary social interaction. He was not a gladder. Yet if one approached him with a matter of interest or concern, he always responded warmly and openly. He could be quite spirited and forthcoming. And he was interested.

Those who knew him, whether well or briefly, knew him to be a man so dedicated to his family, his scholarship, and to his academic work that they all seemed but varying aspects of a single, fully integrated and considered life. ▲

SPIFFY *continued from page 2*

regularly in order to vote on stock proposals. SPIFFY membership is not limited to business majors; it involves students who are interested in the market.

Both Hall and Lupien say that their experience in the group has helped in their understanding of the market and given them the education they need to open their own stock portfolios, which many members have done.

"It helps someone like me who wasn't really sure they were interested in this field," says Lupien. "Now, I'm interested in being a financial analyst, working on Wall Street or managing my own portfolio. I want to save money and invest it wisely."

Hall says her experience in the group and the strength of the portfolio may give her an edge when looking for a job.

"I had an interview for a summer internship, and a lot of the interview turned into talking about SPIFFY. The employer was fascinated by the program," Hall says.

Bob Strong, professor of finance and SPIFFY's faculty advisor, says he believes students' experience with SPIFFY can give them a solid foundation for their future employment.

"Quite a few graduates have told me they think it was SPIFFY that made them different from other applicants and got them jobs," says Strong.

In addition to educational benefits, the group is helping the University of Maine Foundation, which takes a percentage of the portfolio's value for academic programs such as scholarships. ▲

Fiscal Health *continued from page 2*

"In the latter part of the 20th century, universities are expected to really show their value by becoming part of the driving force. All over the country, universities are realizing that they now have to be a value-added part of their state economy," says Duringer.

"It has to do with staying flexible, fresh and relevant. It has to do with continuous product improvement," Duringer says.

As directed in the BearWorks action plan, Duringer has begun a comprehensive re-engineering of UMaine administrative functions, including a thorough evaluation of the use of administrative technology, and development of an ongoing process to ensure quality service and efficient operation. The BearWorks initiative focuses on fiscal health as a means of strengthening UMaine leadership and management.

In a two-pronged strategy, taking into account changes proposed in University of Maine System administrative functions, Duringer is outlining progressive changes that will help UMaine re-evaluate how it does business. The key to the changes is modernization.

"If we are to be the flagship and a leading research institution, and if we are going to do better with the same or less state appropriation, we have to be more entrepreneurial," says Duringer. "To do that, we have to modernize our business practices."

Duringer, who orchestrated large-scale systems modernization twice in the last five years at Oregon State University as director of Business Affairs, is awaiting a University of Maine System-wide decision on upgrading information technology before re-engineering the computerized administrative systems on campus.

The System is now exploring the possible purchase of a new student information system. The newest technology offered by companies such as PeopleSoft and SCT includes a suite of higher education administrative software. Today, one automated information system can provide data on students, finance, financial aid, alumni and human resources/payroll. The more efficient and effective technology could replace the multiple information systems now being used in the different areas. It will make possible dramatic improvements in such tasks as degree audits, measuring faculty productivity and student billing.

"Regardless of which vendor is selected, the capabilities that emerge from this effort will be sweeping," says Duringer.

On campus, recommendations for modernization – focusing on traditional operating policies and procedures, some of which have not changed in decades – are expected to be implemented in the next year.

Most of the recommendations to achieve sound fiscal management and promote "creative thinking about University resources" result in a reduction in paperwork, paper use and bureaucracy, says Duringer. Modernizing of the procedures also results in greater access to information, responsiveness and accountability.

"What we are trying to accomplish is to do more with less through better practices and with better technology. At Oregon State, this process went a long way toward empowering the staff and took away many repetitive, boring tasks.

"After we did this kind of modernization at Oregon State, and after the expected bah-humbug reaction by some, we were much more efficient, had faster response time, and everyone's morale improved too."

Possible changes in fiscal management at UMaine could affect:

▼ **The Paper Trail.** Administrative paper forms will be posted on the Web. Users can download electronically managed forms in the quantity needed, anytime they are needed. Timely changes can be made as needed. Purchasing and stockpiling the myriad of different forms used on campus will no longer be necessary. In a similar paper-saving effort, financial reports will be electronically mailed to colleges, departments and units on campus. Such elec-

tronic communication also will facilitate queries.

▼ **Purchasing Power.** Credit cards will largely replace purchase orders as a primary means of purchasing supplies and equipment. In addition, departmental purchase limits will increase to \$2,500. Such a \$2,000 increase will speed up the procurement process and allow Central Supply staff to concentrate on high-dollar/volume transactions, where the potential for negotiated savings is higher.

▼ **Travel.** The travel reimbursement process will shift to a per diem system, greatly reducing extensive receipt documentation. In addition, personal liability University credit cards issued to travelers will be the means for cash advances and expenses. Travel reimbursements will be direct deposited. The University hopes to establish contracts for a city-pairs airfare and an exclusive-use, multiple-travel agency. Initially, an exclusive-use travel agent contract for the University will be established. Eventually, UMaine hopes to contract with a major airline for fully refundable airfares in return for point-of-origin business.

▼ **Reimbursements and Refunds.** Travel reimbursements and student refund checks will be direct deposited. Direct deposit sidesteps much of the paperwork, reduces cost and makes funds available more quickly.

▼ **Mandatory Training.** Human Resources and Environmental Health and Safety courses and programs, including those federally required of all employees, will be accessible via the Internet.

▼ **Professional Evaluations.** A new form will be designed and monitored to ensure all annual performance evaluations of Professional Employees are done in a timely manner.

▼ **Pouring Rights.** The University is considering a five- to 10-year contract for exclusive marketing of either Coca-Cola or Pepsi products on campus. Similar exclusive contracts will be developed with snack vendors. Such "opportunity cost" contracts with guarantee pricing are expected to return large, up-front payments to UMaine (i.e. University of Nebraska established such contracts six months ago, receiving an up-front payment of \$11 million).

▼ **Zero-Base Budgeting.** In an attempt to modernize some units on campus, selective zero-base budgeting will be implemented as "a therapeutic way to get at the value of what they do for the University." The process that calls on units to prioritize their activities will affect less than 20 percent of units across campus and will be implemented over several years. ▲

Nursing *continued from page 7*

Internet. All participants in the program are required to work closely with their advisors to plan their courses of study.

"This approach is important because of the rural nature of this state and the fact that Maine is a border state," says Shipp. "We cannot access individual programs in other states that might surround us."

For all specialties and roles, the curriculum would have an experiential component or practicum in the area of role specialization. For a management concentration, students could work with nurse managers in local healthcare institutions. If the concentration is teaching, the graduate student could assist professors in the university system. This experience would not only prepare students for future positions, but could also keep nurses in Maine.

"Historically, Maine people stay in Maine and it is very difficult to leave home and family for extended periods of time," says Shipp. "However, once a person decides to leave, it is likely that he or she will not return. If we want master's-prepared nurses, we need to provide graduate education locally." ▲

Jaekyung Lee, assistant research professor, and K.K. Wong, University of Chicago: "Interstate Variation in the Achievement Gap among Racial and Social Groups: Considering the Effects of School Resources and Classroom Practices," in K. Wong (Ed.) *Advances in Educational Policy*, Vol. 4, Greenwich, Conn.: JAI Press.

Howard Segal, Bird & Bird Professor of History: "Commentary on Bruce Kuklick, *Myth and Symbol in American Studies* (1972)," *Locating American Studies: The Evolution of a Discipline*, edited by Lucy Maddox (Johns Hopkins U. Press 1998): 87-90.

Alan Langille, professor of agronomy and cooperating professor of botany, Department of Biosystems Science and Engineering; **Yu Lan**, former graduate assistant, now at Jackson Laboratory; and D.L. Gustine, USDA/ARS Pasture Laboratory, Pennsylvania State University: "Seeking Improved Nutritional Properties for the Potato: Ethionine-resistant Protoclonal," *American Journal of Potato Research*, 75:201-5 (September-October 1998).

Jeffrey Wilhelm, assistant professor of literacy, a review: "The Promise of a Portfolio Classroom," by Richard Kent, *English Journal*, 88:2 (November 1998). Kent, a teacher at Mountain Valley High School in Rumford, was a 1997 Fellow in UMaine's National Writing Project program.

Gerald Work, professor of education, and **Todd Drew**, former UMaine graduate student: "Gender-based Differences in Perception of Experiences in Higher Education," *The Journal of Higher Education*, 69 (September/October 1998).

Ramesh Gupta, professor, Department of Mathematics and Statistics, with **Olcay Akman**, former doctoral student now at Coastal Carolina University, South Carolina: "Statistical Inference Based on the Length Based Data for the Inverse Gaussian Distribution," *Statistics*, 31:325-37 (1998).

Hualjun Wang, Ph.D. student in wood science, and **Stephen Shaler**, professor of wood science and AEWC Center: "Computer-simulated Three-dimensional Microstructure of Wood Fibre Composite Materials," *Journal of Pulp and Paper Science*, 24(10):314-18.

Book Ends

New & Noteworthy at the University Bookstore

Stephen King from A to Z: An Encyclopedia of His Life and Work, George Beahm (Andrews McMeel 1998). This is the definitive reference book about the King of Horror. Illustrated with 75 photos and 26 illuminating letters, the book includes hundreds of entries covering everything you wanted to know about King, but were afraid to ask!

Sight-Readings, Elizabeth Hardwick (Random House 1998). American writers at home and abroad are the focus of *Sight-Readings*, Elizabeth Hardwick's brilliant new collection of essays. She focuses mostly on women as writers and as characters: Edith Wharton, Djuna Barnes, Gertrude Stein, Mary McCarthy, Elizabeth Bishop, Katherine Anne Porter and Joan Didion, among others. In sections on "Old New York," "Americans Abroad," and "Fictions of America," we travel with John Cheever, Philip Roth, John Updike and Richard Ford across America as Hardwick considers writers and their landscapes, real and imagined. Hardwick's essays are themselves works of literature.

Bech at Bay, John Updike (Knopf 1998). The Henry Bech stories are Updike at his wittiest. *Bech is Back* won a Pulitzer Prize for Updike; now, Henry Bech does even better in this new chapter of his life.

Republic of Dreams, G. Garfield Crimmins (Norton 1998). An illustrated tour-de-force and surreal dream-come-to-life for all those who love art, passion, fine wine, and Griffin and Sabine.

In other Bookstore news:

- ▼ The Bookstore's Holiday Sale is Nov. 30-Dec. 24. Take 25 percent off general books, clothing and UMaine gift items (special orders excluded).
- ▼ Textbook Buy Back is Dec 7-19.

Thomas a Resource for ABC's 20/20

Sydney Carroll Thomas, associate professor of counselor education, interviewed with a producer from ABC's 20/20 as a resource for a future program on various aspects of early puberty. 20/20 is interested in Thomas' research on the impact of peer rejection and negative labeling.

Sandweiss in Science News

Daniel Sandweiss, Department of Anthropology and the Institute for Quaternary Studies, is quoted in the Nov. 7 issue of *Science News* with an observation about a new paper on metallurgical evidence in Peruvian archeological sites. The paper by two Yale scientists reports the discovery of copper and gold foils used about 3,000 years ago, possibly as decoration on ceremonial objects.

Extension's Cranberry News Cited by Paul Harvey

Nationally syndicated radio personality Paul Harvey reported Nov. 10 that Maine's fledgling cranberry industry has increased production 75 percent over 1997. The report is based on a UMaine news release describing the work of Charles Armstrong, Cooperative Extension cranberry specialist, who generated the production numbers based on a survey of growers. The Associated Press also picked up the story.

Markowsky in Down East Magazine

Trefoil Corp., founded by Professor of Computer Science George Markowsky, was profiled in the November issue of *Down East* magazine. Trefoil is cited as "a symbol of UMaine's emerging emphasis on high-tech research and development." According to Markowsky, Trefoil is part of a growing network of small, research-oriented companies cooperating with UMaine graduate programs in a mutually beneficial exchange of "technical brainpower" – a partnership that ultimately benefits the state.

Brazee in Parents Magazine

Ed Brazee, associate professor of middle level education, is quoted extensively in an article on preteen independence and family togetherness during the holidays in the November edition of *Parents* magazine.

Campuswide Calendar Available

Maine Perspective keeps an electronic calendar listing on-campus events for the academic year that have been submitted for inclusion. If you have events already scheduled, send your listings to *Maine Perspective*.

The UMaine Master Calendar is available on FirstClass (in the Campus Activities folder) and on the Web (off the UMaine homepage: www.umaine.edu or the calendar website: www.ume.maine.edu/~paffairs/perspectiveweb/mastercalendar.html).

SUMMER FACULTY RESEARCH FUND AWARD DEADLINE

REMINDER: The deadline for receipt of proposals for the Summer Faculty Research Fund Award is Dec. 16.

The Summer Faculty Research Fund Award provides \$5,000 awards for faculty summer salaries for a minimum 1.5-month research effort.

The purpose of these funds is to stimulate and assist individual members of the faculty to initiate or redirect research or studies of a scholarly nature. Eligibility is limited to full-time faculty. This includes tenured, tenure-eligible, and soft-money faculty for whom research is an expected component of their appointment. Faculty are eligible to receive this award every three years. Proposals will not be considered from individuals with delinquent reports from any previous Faculty Research Funds Awards.

The Faculty Research Funds Committee represents a broad range of disciplines from the entire University of Maine faculty. Consequently, proposals should be written for a general audience (except the Methods and Materials section, where discipline-specific details are necessary). Applicants may contact Gayle Anderson, x1498, to review successful applications kept on file in Research and Sponsored Programs.

Approximately \$70,000 is budgeted for the Summer Faculty Research Fund Award (14 awards are expected to be made).

Application packages are available in the Offices of the Deans and in the Office of Research and Sponsored Programs, 424 Corbett Hall, x1498. Applicants should make sure they use this year's packages.

Bahman Baktiari, associate professor of political science, was invited to give a paper on the impact of information technology on Muslim identity in an international conference at the University of London, Oct. 31-Nov. 1.

Phyllis Brazee, associate professor of literacy education, participated in a panel discussion, "The Future

of Reading in the Digital Age," and presented a workshop, "Shifting Paradigms in the World at Large, in Education, and in Our Understanding of the Reading Process," at The Future of Reading in the Digital Age conference, presented by the Vermont Center for the Book, Nov. 2 in Fairlee, Vt.

Steve Kahl of the Water Research Institute presented a paper, "Inferring Regional Patterns in Nitrogen and Mercury Biogeochemistry," at the annual EPA/Park Service science meeting, Pt. Reyes, Calif., Nov. 2-5. Co-authors were **Ivan Fernandez**, **Steve Norton**, **Bruce Wiersma**, **George Jacobson**, **Terry Haines** and **Lindsey Rustad**.

Naomi Jacobs, professor of English, was program chair for the 23rd annual meeting of the Society for Utopian Studies, Montreal, Oct. 15-18. She also chaired individual panels: "Exploring Utopia" and "Utopian Landscapes." Jacobs serves on the advisory board for the journal, *Utopian Studies*, and is the newly-elected chair of the Society's Steering Committee.

Suzanne Estler, associate professor of education, presented a paper, "The Homogenizing Effect of Academic Governance," at the Association for the Study of Higher Education annual conference, Nov. 5-8 in Miami.

John Moring, professor of zoology, Department of Biological Sciences, presented an invited talk on "Restoration and Rehabilitation of Atlantic Salmon in Maine" at the Atlantic Salmon Workshop, Syracuse, Oct. 30.

Jack Donovan, Cooperative Extension small and home business educator, was elected to the Board of Directors of the Maine Innkeepers Association at its annual meeting in November. Donovan has been an Extension educator for more than 30 years.

Oct. 3-4 in Portland, the New England Medieval Conference presented its symposium, "The Cultural Process of Appropriation," sponsored by the University of Maine, Colby College, Bowdoin College, Bates College and the University of Southern Maine. Each institution was represented by one of its Medievalists. **Michael Grillo** joined four other colleagues in determining the theme, selecting the papers, introducing them and moderating the discussions. In addition, Grillo presented his paper, "Copies and Dialogue in the Sixteenth Century," at the Sixteenth-Century Studies Conference, Oct. 22-25 in Toronto. The governing board has selected him as the new chair of the History of Art sessions for future conferences.

Paula Moore, director of the Center for Early Literacy, presented a seminar Oct. 29 for the University of Connecticut School of Education as part of its series on Literacy Perspectives: Challenges, Debates, Balance. Her topic was, "The Role of Reading Recovery in a Schoolwide Effort to Improve Student Achievement."

Douglas Nangle, assistant professor of psychology; **Cynthia Erdley**, associate professor of psychology; **Erika Carpenter**, **Rachel Grover**, and **Julie Newman**, graduate students, presented a paper, "The Protective Value of Children's Friendship Experiences: Acceptance, Friendship, and Friendship Quality as Predictors of Loneliness and Depression," at the annual meeting of the Association for Advancement of Behavior Therapy, November, Washington, D.C. Also at this meeting, Nangle; Grover; Carpenter; Kathryn Meyer, graduate student at University of Nebraska-Lincoln; David Hansen, professor at University of Nebraska-Lincoln; and **Kathleen Cradock**, former UMaine undergraduate, presented "The Contraceptive and Prophylactic Behavior Questionnaire: Internal Consistency and Test-retest Reliability," and "The Contraceptive and Prophylactic Behavior Questionnaire: Convergent and Discriminant Validity."

Kay Retzlaff, CED instructor, English and Modern Languages and Classics, was a guest on an hour-long program on WERU-FM, discussing Celtic origins of Halloween, Oct. 2. She also spoke to the Newport Women's Club on the same topic Oct. 8. In addition, she did an hour-long Halloween special on Samhain at WERU, Oct. 31, on a program hosted by **Carol Giesecke**.

Chris Mares, lecturer, Intensive English Institute, gave a presentation, "Materials Development in Language Teaching," at Northern New England TESOL, Nov. 14, New Hampshire College, Manchester.

Stephen Shaler, professor of wood science and AEW Center, gave an invited presentation, "Microtomography of Cellulosic Structures," at the 1998 TAPPI Meeting on Product and Process Quality, Oct. 20 in Milwaukee. Co-authors of the presentation and proceedings were **Hualjun Wang**, Ph.D. student in wood science; Denis Keane, Northwestern University; Laurence Mott, BioComposites Centre, UK; **Eric Landis**, assistant professor of civil engineering; and **Lloyd Holzman**, undergraduate student from University of Illinois and a participant of the 1998 NSF REU program at the University of Maine.

CED staff attending the "Spanning the Boundaries" regional meeting of the National University Continuing Education Association, Oct. 28-30, North Conway, N.H., included **Barbara Howard**, **Justin Hafford**, **Ethel Hill**, **Jim Toner** and **Bob White**. Howard served on the Program Committee and chaired the Nominations Committee; Toner participated on a panel addressing "The Challenges and Rewards of Forming International Partnerships"; and White, a UCEA commissioner, participated on a panel addressing "The Benefits of Partnerships and Collaborations: A Critical Reflection."

Four members of the Greek Peer Educator Program attended the National Peer Education Conference, Washington, D.C., Nov. 12-15: **Chris Henninger**, **Andrew Litcher**, **Jennifer Major** and **Heather Olds**. They presented a workshop on a new video produced for national distribution, *Liquor, Lust & The Law*.

James Leck, international student & scholar advisor in the Office of International Programs, along with Dyann Delvecchio, a Boston immigration lawyer with the firm Palmer & Dodge, LLP, presented "Understanding and Using Primary and Secondary Sources in International Student Advising" at the Region XI Fall Conference of NAISA: Association of International Educators, Nov. 11-13 in Hyannis, Mass.

Mazie Hough, staff associate, Women in the Curriculum, gave a talk on Maine women's history to the Women's Club in Newport.



UMaine sophomore Dan Bartlett of Pittsfield placed first in the National Collegiate Game of Logging Finals, a national chainsaw skill and safety competition held in Ohio last month. UMaine's other entrant, Jon Parker of Veazie, finished fifth in the field of 29. The 1996 champion was Eric Hoar, also a UMaine student. Bartlett and Parker receive their training on the job, working in the University Forest during the academic year.

Photo by Nick Hautman

Yvonne Mazerolle, **Amy Morin**, **Barbara Ouellette**, **Lanette Landry** and **Kristin Langellier** presented a program, "Mémère Stories in the Franco American Family," at the 13th Annual Maine Women's Studies Conference, Nov. 14, Farmington. In addition, graduate student **Pam Feeney**; **Lynn Bentz**, a senior graduating in December; and **Mazie Hough** were on a panel: "Adoption: A Feminist Challenge." Langellier, **Sheila Pendse**, **Ann Schonberger**, graduate student **Ruth Stokes** and **Carol Toner** presented "Diversity in the Women's Studies Family: Issues Raised by the Multicultural Women's Studies Summer Institute." Other participants from the University community included: undergraduate **Willow Wetherall** on a panel: "Third Wave Feminism: For Students Only"; **Peg Cruikshank**, "The Social Construction of Aging as a Woman's Issue"; **Carolyn Bennett**, "Family in the Work and Words of Mary McLeod Bethune"; **Sandy Butler**, "A Community of Friends: The Importance of 'Family' in the Health Care of Older, Rural Lesbians"; **Renate Klein**, "Focus Panel: Domestic Violence."

Matthew Moen, professor and chair, Department of Political Science, served as program chair of the "Congress, Presidency & Courts" section of the Northeastern Political Science Association Annual Meeting, Boston, Nov. 11-13. In addition to organizing panels, Moen served as chair of a panel on "Parties and Leadership in Congress" and as a participant on a "Roundtable on the 1998 Congressional Elections."

Diversity *continued from page 1*

In addition, while the impetus for the Diversity Action Plan came from the System, the report echoes the priorities of BearWorks.

Alexander has submitted the campus Diversity Action Plan to the Chancellor. Following review by a System committee made up of campus, System, and community representatives, including UMaine's Director of Equal Opportunity Evelyn Silver, the diversity action plans of all System campuses are expected to be sent to the Board of Trustees.

"We took a two-fold approach to the process of developing an action plan," says Slavin. "By creating new structures, we are calling for a focusing of some University resources and actions on the importance of diversity. At the same time, we call for a rethinking of the way we do business. The point is to think about how to incorporate ideas that bring about real change in the process of running a university. The recommendations are both general and specific."

Highlights of the goals and actions, include:

▼ *The commitment of the University of Maine to diversity will be communicated clearly and will be affirmed continuously. The University will annually monitor and report on the action items contained in this plan.* Actions include the creation of a standing University Diversity Committee, reporting to the President. Similarly, a University/Community Human Relations Committee will be formed. In addition, UMaine will host a campus conference on diversity and a Director of Diversity Initiatives, reporting to the Provost, will be appointed.

▼ *The University of Maine will intensify its efforts and make substantial progress on the goals stated in the University's Affirmative Action Plan relative to hiring administrators, faculty and staff.* The Opportunity Hire fund will be increased by at least \$50,000 a year for the next four years and may be used to bring additional, qualified candidates of color to campus where underutilization of minorities has been documented. Other actions include creative recruitment and search strategies such as the creation of a diversity recruitment guide and development of a University policy for spousal accommodation.

▼ *The University of Maine will compare retention rates for all University employees with the retention rates of minority employees and will conduct a study of University climate for people of difference (defined broadly).* The Plan specifies retention strategies such as the development of a mentoring program for faculty and professionals of color, and a seminar series for all new faculty and professionals.

▼ *Diversity will be a valued part of all aspects of the University of Maine's curriculum.* Actions call for consideration of a new General Education Requirement for courses in both cultural diversity and international perspectives areas; explore creation of a Department of Multicultural or Ethnic Studies; develop University-wide diversity evaluation criteria; conduct a self-study of curriculum, resources and opportunities in diversity; establish a Diversity in the Curriculum program, modeled after the successful Women in the Curriculum program.

▼ *The University of Maine will increase its percentages of students who self-declare as one of the four, federally designated minorities.* Actions include the Office of Admissions reaching out to high schools and communities throughout Maine that have significant populations of diverse students; including diversity as one of the criteria in increasing out-of-state enrollment; identifying financial aid opportunities to positively influence diversity recruitment efforts; and instituting a summer "bridge" program for graduating high school seniors.

▼ *The University of Maine will retain students of federally designated ethnic and racial minorities at a rate equal or greater than that of the general student population.* The Multicultural Student Affairs Office will have a more student-centered focus than ever before. Other actions include incorporation of a substantial diversity component in New Student Orientation; admission forms that include self-designation of Franco-American students; expansion and formalizing of the support network for reporting and discussing bias-related incidents; and greater support and promotion of diversity and the needs of minority students through Campus Living and the Center for Students and Community Life.

▼ *The University of Maine will be a community in which diversity is supported and all people are treated with respect and dignity.* Actions include diversity education in all first-year student seminars; more peer and faculty tutoring and mentoring programs focused on diverse populations; and ongoing diversity training available for administrators, chairs, faculty, staff, student employees and student leaders. ▲

Math Outreach *continued from page 2*

The outreach school is based on the Gelfand Outreach Program in Mathematics in the former Soviet Union. The Talent Search gives students interested in math a chance to tackle unusual problems requiring ingenuity and perseverance.

"The goal of the Outreach School is to provide students with information they may not otherwise have available in their schools," Szillery says. "The programs are open to any student who wishes to study mathematics more deeply. I want students to learn to be patient with math problems and with themselves."

The Maine Outreach School for Mathematics is inspired by a similar program at the University of Wisconsin-Madison. There is no cost for students.

Participants in the Outreach School receive a booklet in the mail every month with information and a set of exercises in a specific subject. They return the completed exercises to the department for comments. Subjects include algebra, graphs, geometry, statistics and calculus. Students receive material only on the subject in which they are interested.

The lessons focus on subjects that often give students trouble, says Szillery. Some of the ideas are not covered by standard math curricula or have been chosen because they are important in engineering and science fields.

Szillery volunteers her time for the two programs. She communicates with students via regular and electronic mail. Comments indicate that students, teachers and even parents are enthusiastic about the opportunity to solve problems and work directly with UMaine.

"Your problem sets are great," wrote a teacher from Brunswick. "I saw some of my math team members working feverishly on the problems. I have a Russian foreign exchange student who was extremely interested in them."

UMaine faculty members and graduate students in the Math Department volunteer to review and comment on students' work.

No grades are given, but high schoolers who complete a year of work receive a certificate. Those who excel in three years will receive a letter of recommendation to college.

The programs reflect Szillery's attitude toward her field. Math, she says, is both an art and a science, in which the greatest reward is in solving problems in solitude. She hopes that Maine students will take advantage of the opportunity to communicate with professional mathematicians and give math a fair chance. ▲

Maine Perspective *classified ads are free to faculty, staff and students at the University of Maine. Ads must be typewritten and include a telephone number. They will be published one week only unless otherwise specified. Send ads to: Maine Perspective Classifieds, Public Affairs.*

FOR SALE

AUTOMOBILE: 1989 Chevy S10 Blazer. 2-DR, AT, 4x4, V6, 5-spd., AC, cruise. One owner. New battery. 89k miles.

\$3,700. Call 827-2859.

AUTOMOBILE: 1994 Jeep Wrangler, Sahara model. 6 cyl., 4- and 2-wheel drive, excellent condition. 60,000 miles. Asking \$15,000. Call 866-7712.

CHRISTMAS WREATHS: Double-sided, 22-24" Balsam fir wreaths. Tastefully decorated with pine cones, holly berries and large red velvet bow. \$23.95 - shipped anywhere in the continental U.S.; \$19.95 campus-delivered. Call 374-9958 after 5 p.m., weekdays or anytime weekends. Leave message.

COPIER: SF2027 Sharp copier. 20-tray sorter, automatic feeder. \$7,000. Call 866-7712.

FAX MACHINE: FO-1700R fax machine, with paper tray. \$500. Call 866-7712.

MISCELLANEOUS: Yellow enamel table, oval, 35"x55", \$15; 5 volumes, Toynbee's *Study of History*, paperbacks in good condition, \$10; Philip Glass opera, *Satyagraha*, box set CDs and libretto in new condition, purchased for \$53, asking \$28. Call 866-0813.

FOR RENT

APARTMENT: Orono. Large, sunny, 2-BR apartment with river views. Quiet, private location for responsible adults or a family. Convenient to UMaine. A must-see. \$550 plus utilities. No pets. Call 348-6764 or leave message, 348-5243.

APARTMENT: Starting Jan. 1. Orono, walking distance to campus. Sunny 1-BR, very quiet. Great neighborhood, a must-

see apartment. \$400 + pay small electric bill. Small cat OK. Call 866-3872.

HOUSE: 4BR, 2-bathroom house in a quiet neighborhood on Indian Island, Old Town. Looking to rent to a mature couple or family. Beautiful riverfront property with fenced front yard. Absolutely NO parties! Strictly enforced. Pets OK. \$575/mo. plus deposit. Electricity included. Call 942-1826. Leave message if not home.

HOUSE: Available mid-December-June 1. 566 College Ave., Old Town, by University Dairy Road and fields. Eat-in kitchen, porch, nice yard, oil heat. Unfurnished. \$765/mo., not including utilities (oil, electricity, water, gas, sewer). Call Scott, 866-5509, for more information.

ROOM: Share lovely 2-BR, quiet Bangor home with owner. Cost negotiable in exchange for help with household responsibilities. Ideal for faculty, staff, graduate student. Call 942-9846.

SERVICES

TREE REMOVAL SERVICE: Free estimates, many references. Seasoned firewood \$70 per 1/2 cord or \$130/cord, delivered. Commercial woodsplitter rental, 4-way wedge, free delivery, \$65/day or \$100/2 days. Call Gordon, 866-7034.

WANTED

CARPOOL: Transportation needed week-ends from Old Town to EMMC. Arrival 6:40 a.m. for 8-hour shift. Call 827-5379.

HOUSESITTER: 1 or 2 responsible people to live in our Blue Hill home in February, March and possibly part of April. Very comfortable, warm 2-BR house in coastal town, 50 miles from Orono. Live rent- and utility payment-free in exchange for feeding one cat and bringing in mail. References required. Call 581-3805.

MONITOR AND PRINTER: Older (1998) IBM or compatible computer monitor for model 8512-001. Also, dot matrix printer needed. Call Deb, 581-1805.

HARVEST IS IN AT ROGERS FARM

Potatoes, 50-pound bags, Shepardy or Red Norland - \$7
Dry beans, Jacob's Cattle, Soldier, Yellow Eye or Marifax - \$1.25/lb.
For more information, call 827-4695.

EMPLOYEE ASSISTANCE PROGRAM SERVICES AVAILABLE

The Employee Assistance Program (EAP) provides free, short-term counseling and professional consultation services for all active and retired faculty and staff, and their immediate family members who have personal or work-related concerns. This confidential resource assists employees with a range of issues, such as occupational or personal stress; conflict resolution; anxiety disorders, such as phobias and panic attacks; marital and family issues; single parenting; legal referrals; relationship conflict, personal or at work; alcohol and drug misuse and dependency; burnout; depression; career decisions; divorce; financial concerns; and eldercare.

When a referral is needed, links are made with carefully screened community resources (therapists, psychiatrists, lawyers, physicians, financial consultants, etc.). Confidentiality is EAP's most critical component. All contacts are strictly confidential. No information, including participation in EAP, is disclosed without written client authorization. EAP office hours are Monday-Friday, 8 a.m.-4:40 p.m., including the noon hour. Accommodations for appointments can be made. Call 581-4014.

UMaine Cooperative Extension

Nutrition Education in the Migrant Community

Throughout the year, Cooperative Extension Nutrition Aide Christine Finemore takes nutritional messages to the residents of central Aroostook County. Every summer, she also helps address the nutrition education needs of the County's most transient population - migrant workers and their families.

Finemore is one of three nutrition aides in Extension's Presque Isle office and one of 10 in the County who deliver nutrition education programming to venues ranging from daycares and schools to homes and grocery stores. Finemore is the only nutrition aide working with the migrant workers, most of whom are Mexicans who come to Maine from Texas and Florida to work the summer harvests.

"My heart is there," says Finemore of her work that began in 1992 with migrant families. "It's a population with which I feel I can make a big difference. Without this programming, I'm not sure they get nutrition education. It's gotten so, as summer approaches, I can't wait to see the children again."

"It is a wonderful population. Working with them, I can make a connection between them and the University. As I talk to the school-age children about their life ambitions, they know that someday they might think of going to a university."

The nutrition program Finemore offers for children of migrant families in the East Coast Migrant Head Start in Caribou is supported by the Aroostook County Action Program and Cooperative Extension. Here, youngsters ages 6 weeks to 16 years spend their days while their parents work in the fields. For younger children, East Coast Migrant Head Start serves as a daycare; for the older children, the facility offers educational opportunities.

While the Center is open July 1-Oct. 31, Finemore offers nutrition education programming in July and August when the number of children is highest. Her lessons are geared to each age group. For infants, much of the nutrition education information is aimed at childcare staff members and parents, including informational hand-outs in English and Spanish. With toddlers, the lessons are more hands-on, keeping in mind that the culture frowns upon youngsters playing with food.

"For toddlers and preschoolers, I try to expose them to different types of foods," says Finemore. "For the 3- and 4-year-olds, I also talk about what good food does for our bodies. The lessons in basic nutrition focus on why eating certain things is important."

"For the school-age population, we grow gardens and teach where food comes from. As the children get older, the nutritional messages focus on the need to eat well-balanced meals. Like all teens, Hispanic youths face issues such as teen pregnancy, overeating and eating disorders."

For parents, Finemore writes a monthly bilingual nutrition newsletter and offers an educational workshop in Spanish, with the help of an interpreter.

Having worked with the youngsters of migrant workers for the past seven years, Finemore is now teaching nutrition programming to the same children she rocked as infants. This past summer, says Finemore, was one of the most rewarding when she worked with six infants, 16 toddlers, 17 preschoolers and 50 school-age youths. A benchmark was realized when youngsters who have been with her summer after summer asked to learn more about cooking in order to apply the nutrition lessons they have learned.

"This summer was the best in the program because we saw a huge difference in the school-age children's knowledge of nutrition," says Finemore. "They came to me with their needs to learn more. It is a clear indication that (the programming) is working."

Positions Available

The qualifications within the listings below are greatly abbreviated. In order to assess your background relative to the job and to submit the most effective application, contact the hiring department for more complete information. Guidelines for filling professional positions are available by contacting the Office of Equal Opportunity, x1226. A Request to Fill form must be approved before posting in Maine Perspective.

Assistant Professor, Department of Electrical and Computer Engineering.

Tenure-track position. Qualifications: Ph.D. in electrical or computer engineering, or a related field; demonstrate expertise in the areas of intelligent systems and control, and computer/networking applications; demonstrate a strong commitment to teaching and research, and have effective communication skills; and must be prepared to show eligibility to accept employment in the US. Review of Applications: Will begin immediately. Start Date: 9/99. Contact: Examine <http://www.eece.maine.edu/> for more details on this position. Send resume showing teaching/research interests and experience, along with contact information for three references to: ECE Search Committee, University of Maine, 5708 Barrows Hall, Orono, ME 04469-5708.

Director of Admissions, SEARCH REOPENED, (reporting to) Dean of Enrollment Management.

Fiscal-year appointment. Qualifications: Master's degree and substantial progressive administrative experience in admissions higher education enrollment, including experience working with diverse student populations; an understanding of the application of technology to the delivery of admission and enrollment services; demonstrated effectiveness in oral and written communications; demonstrated effectiveness in supervising staff; awareness of alternative means by which students may present qualifications for admissions; commitment to professional development and team-building within the admissions staff. Frequent travel, normally requiring a driver's license, is required. Salary: Negotiable and commensurate with experience. Review of Applications: Will begin 11/30/98 and continue until the position is filled. Contact: Send letter of application, resume, and names of a minimum of three professional references to: Admissions Director Search Committee, University of Maine, 5781 Wingate Hall, Orono, ME 04469-5781.

Assistant Director of Admissions, Office of Admissions. Ongoing, full-time position. The assistant director will be responsible for maintaining lines of communication with the National NCAA Office, as well as the University of Maine compliance officer, to help ensure that initial eligibility requirements outlined by the NCAA are met; and will manage the review and evaluation of the academic credentials of identified prospective student athletes. Qualifications: Required: Bachelor's degree (master's preferred); excellent written and oral communications skills, including the ability to work with and relate to students, guidance counselors, parents, University faculty and staff; excellent organizational abilities; experience with computers. Frequent travel, normally requiring a valid driver's license, and access to a personal vehicle if University transportation is unavailable. Preferred: Professional experience in counseling, higher education administration and/or student personnel work; experience working with college athletic eligibility. Salary Range: \$23,000-\$24,000, commensurate with experience. Review of Applications: Will begin mid-December and continue until the position is filled. Contact: Send letter of application, resume, and three letters of recommendation to: Assistant Director of Admissions Search, University of Maine, Admissions Office, 5713 Chadbourne Hall, Orono, ME 04469-5713.

ANDREW W. MELLON FELLOWSHIPS IN HUMANISTIC STUDIES

Eighty Mellon Fellowships will be awarded to promising students in humanistic studies who will begin their Ph.D. programs in fall 1999. Eligible fields include American studies, art history, classics, comparative literature, cultural anthropology, English literature, foreign language and literature, history, history and philosophy of science, musicology, philosophy, political philosophy, and religious studies. The stipend for this one-year program will be \$14,500 plus tuition and mandated fees. Eligible students, either seniors or graduates of the last five years who have not begun Ph.D. studies, must request applications by Dec. 7, and must submit completed applications by Dec. 31. Candidates must take the Graduate Record Examination General Test by Dec. 1. For brochures and additional information, contact Doug Allen, professor of philosophy and University representative for the Mellon Fellowships in Humanistic Studies, Department of Philosophy, The Maples, 581-3860, or FirstClass e-mail.

Assistant Professor of Soil Microbiology, Department of Plant, Soil and Environmental Sciences and the Maine Agricultural and Forest Experiment Station.

Tenure-track, academic year position, 60 percent research and 40 percent teaching. Qualifications: Required: Earned Ph.D. in soil microbiology or closely related discipline. Highly Desired: Demonstrated excellence in teaching, experience in grant development, and successful leadership of a research program. Review of Applications: 2/15/99. Contact: Send cover letter with statement of research interests, vita, official transcripts, and arrange for three letters of references to be sent to: Tsutomu Ohno, Department of Plant, Soil and Environmental Sciences, 5722 Deering Hall, Orono, ME 04469-5722. E-mail: ohno@maine.edu.

Thoreau Teaching Fellowship, Department of Sociology. Endowed one-year teaching residency for the 1999-00 academic year. Qualifications: Must be a Sociology graduate student who has completed all doctoral requirements except the dissertation. Teaching responsibilities will be one introductory course the first semester and two upper-level courses the second semester. Upper-level areas are open, but preference will be given to candidates who can teach in at least one of the following areas: health and medicine, aging and gerontology, social problems, popular culture, social change, social movements, sociology of emotions, social psychology, political sociology, and sociology of the economy. Salary: \$16,500, plus benefits; summer teaching may also be available. Review of Applications: Will begin 1/30/99 and continue until a suitable candidate is found. Contact: Send a one- or two-page statement of interest, CV, writing sample, teaching portfolio, if available, list of courses eager to teach, and three letters of recommendation to: Chair, Recruitment Committee, Department of Sociology, University of Maine, 5728 Fernald Hall, Orono, ME 04469-5728.

Assistant Football Coach/Lecturer in Physical Education, Department of Athletics.

Full-time, fiscal-year appointment. Qualifications: Required: Bachelor's degree. Demonstrated expertise in coaching defense and special teams; excellent organizational, oral and written communication skills; demonstrated success in working with student-athletes; inter-cultural sensitivity; ability to travel, normally requiring a valid driver's license. Preferred: Master's degree; knowledge of NCAA rules and regulations. Review of Applications: Will begin 12/14/98 and continue until the position is filled. Contact: Send letter of application and resume to: Jack Cosgrove, Head Football Coach, University of Maine, 5747 Memorial Gym, Orono, ME 04469.

Head Cheerleading Coach, Department of Athletics. On-going, part-time, regular position with a 9-month work year from July-March. Qualifications: Required: Demonstrated success as a collegiate cheerleader and high school coaching experience; excellent communication and organizational skills; certification in CPR and first aid; and demonstrated knowledge of college level safety for cheering. Ability to travel, normally requiring a valid driver's license. Preferred: College coaching experience and UCA and NCA membership. Salary: \$6,000. Review of Applications: Will begin 11/30/98 and continue until the position is filled. Contact: Send letter of application, three references and resume to: Scott Lowenberg, Assistant Athletic Director/Marketing and Promotions, 5747 Memorial Gym, Orono, ME 04469.

Lecturer or Instructor (depending on qualifications), Department of Mechanical Engineering.

Full-time teaching position with emphasis on machine shop practice. Qualifications: Required: Bachelor's degree in an appropriate science or engineering related field, at least three years of relevant industrial experience, preferably in manufacturing, and excellent interpersonal skills. Preferred: Ability to teach CNC programming and manufacturing related courses; demonstrated successful teaching experience in a technical area; and master's degree in an appropriate science or engineering related field. Review of Applications: Will begin as they are received and continue until position is filled. Start Date: 9/1/99. Contact: Send resume with names and addresses of three references to: John McDonough, Director, School of Engineering Technology, University of Maine, Room 221, 5725 East Annex, Orono, ME 04469-5725.

The University of Maine does not discriminate on the basis of race, color, religion, sex, sexual orientation, national origin or citizenship status, age, disability or veteran status, and promotes affirmative action for women, minorities, persons with disabilities and veterans. Unless otherwise specified, the jobs are full-time and the address for the application information is: the contact person listed, department, University of Maine, Orono, ME 04469.

Sponsored Programs

John Templeton Foundation will make several \$100,000 awards to support sabbatical research and writing on the interface between science and religion in the 21st century. Proposals from scholars representing any religious tradition and from non-religious thinkers are requested in three categories of investigation: Evidence of Purpose, Human Creativity and

Understanding, and Concepts of God. Initial letters of inquiry are due Jan. 1.

U.S. Department of Energy solicits applications for support of information dissemination, public outreach, training, and related technical analysis and technical assistance activities involving renewable energy and energy conservation. Deadline: Jan. 5.

U.S. Environmental Protection Agency invites research grant applications in five programmatic areas of its FY99 STAR initiative. Proposals are due Jan. 21 (Integrated Assessment of the Consequences of Climate Change, Regional Scale Analysis and Assessment), Feb. 4 (Ecological Indicators, Mercury Transport and Fate through a Watershed), and Feb. 18 (Urban Air Toxics). Applications are also invited for the EPA/NSF interagency program in Decision-making and Valuation for Environmental Policy, due Feb. 1.

National Research Council makes travel grants of \$2,500-\$4,000 to support short-term travel to Central Europe and the Former Soviet Union for research related to governance in post-communist societies. The two subthemes for 1991 are Organized Crime, Terrorism, and Proliferation of Weapons of Mass Destruction; and Science and Democratization. Deadlines: Jan. 29, June 18.

National Science Foundation's FY99 program in Knowledge and Distributed Intelligence in the Information Age will have a budget of approximately \$50 million and three programmatic foci: knowledge networking, learning and intelligent systems, and new computational challenges. Preproposals are due Feb. 1.

U.S. Department of Education has issued a combined notice of its direct grant and fellowship programs that will make new awards in FY99, with actual or estimated deadline dates for proposals. For a copy, or for more information, call Research & Sponsored Programs, x1476, or visit our website at www.ume./maine.edu/~spd/index.html

SNOW LINE AVAILABLE

Information about the University's class schedule during inclement weather can now be obtained by calling 581-SNOW. A toll-free line is available by adding the 1-800 prefix. The recorded message will provide general information about postponements or cancellations due to a storm.

UMAINE - UNIVERSITY OF NEW BRUNSWICK EXCHANGE PROGRAM

Proposals are now requested for the exchange program established between the University of Maine and the University of New Brunswick. Each university contributes \$5,000 annually to support this program with the expectation that closer institutional ties will develop among those who share common interests in this international region.

Funds are available to support exchanges between faculty members, professional employees and student groups for collaborative research, seminars, symposia and cooperative instruction.

Faculty and Professional Employees - Proposals for funding are invited. Those wishing support for activities during the fall/spring/summer semesters (1998/1999) should submit a brief proposal describing the nature of the exchange activity, personnel involved, duration, budget and anticipated benefits. Call to request an application.

For further information and submission of proposals, contact Raymond Pelletier, Canadian-American Center, 581-4220.

WINTER SESSION

WINTER SESSION

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What's Ahead

**UNIVERSITY OF MAINE
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December 7**

**PRESENTATION ON
SERVICE LEARNING
December 8**

**Classes End
December 11**

**FINAL EXAMS
December 14-18**

**COMMENCEMENT
December 19**

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